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COMMISSION ON THE STATUS OF WOMEN

1990

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City and County of San Francisco

Commission on the Status of Women

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N O T I C E

SPECIAL MEETING OF THE COMMISSION
STATE BUILDING, ROOM 1154

TUESDAY, February 13, 1990
4:30 - 6:00 PM

AGENDA

I. CALL TO ORDER/ROLL CALL.....Commissioner Marin

II. ADOPTION OF AGENDA.....Commissioner Marin

III. REPORT OF PLANNING COMMITTEE'S
FORMAT FOR THE FEBRUARY 22, 1990
PUBLIC HEARING.....Commissioner Mjellem

The Planning Committee will ask the Commission to approve the format for the February 22, 1990 public hearing.

IV. DISCUSS THE CONSTITUION OF
COSW'S COMMITTEES.....Commissioner Sumchai

Commissioner Sumchai would like to have the committee Chairs to begin the process to establish committee meetings.

V. PUBLIC COMMENT

VI. ADJOURNMENT

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

City and County of San Francisco

Commission on the Status of Women

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22/90

Regular Meeting of the
Commission on the Status of Women
San Francisco Fire Department
260 Golden Gate Avenue, Room 201

Thursday, February 22, 1990
4:00 - 8:00 PM

The Commission on the Status of Women is holding a public hearing at its regular meeting to hear from the public and invited guest speakers on issues impacting women's lives.

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AGENDA

4:00 - 4:15 PM

I.	Call to Order/Roll Call	Commissioner Marin
II.	Adoption of Agenda	Commissioner Marin
III.	Adoption of Minutes (January 25, 1990 COSW Regular Meeting)	Commissioner Marin

4:15 - 4:30 PM

IV.	Introductory Comments	Commissioner Marin

4:30 - 6:30 PM

V. INVITED GUEST SPEAKERS

* 4:30 - 5:30 - Domestic Violence	Comissioner Ito
* 5:30 - 6:30 - Health	Commissioner Sumchai

6:30 - 7:30 PM

VI. Public Comments

7:45 - 8:00 PM

VII.	Closing Comments	Commissioner Marin

VIII. Adjournment

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

City and County of San Francisco

Commission on the Status of Women

Extra Meeting of the
Commission on the Status of Women
San Francisco Fire Department
260 Golden Gate Avenue, Room 201

Thursday, March 8, 1990
4:00 - 8:00 PM

The Commission on the Status of Women is holding a public hearing at an extra meeting to hear from the public and invited guest speakers on issues impacting women's lives.

AGENDA

4:00 - 4:15 PM

I. Call to Order/Roll Call — Commissioner Marin

II. Adoption of Agenda — Commissioner Marin

4:15 - 4:30 PM

III. Introductory Comments — Commissioner Marin

4:30 - 6:30 PM

IV. INVITED GUEST SPEAKERS

* 4:30 - 5:15 Administrative/Education/Public Relations — Comissioner Herrera
* 5:15 - 6:30 Rules/Legislation — Commissioner Mjellem

6:30 - 7:30 PM

V. Public Comment

7:45 - 8:00 PM

VI. Closing Comment — Commissioner Marin

VII. Adjournment

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

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Regular Meeting of the Commission
War Memorial Building
Van Ness Avenue at McAllister Street

Thursday, March 22, 1990
4:00 PM

AGENDA

I. CALL TO ORDER/ROLL CALL .....Commissioner Marin

II. ADOPTION OF AGENDA.....Commissioner Marin

III. ADOPTION OF MINUTES.....Commissioner Marin

- February 13, 1990 Special Meeting
- February 22, 1990 Regular Meeting

IV. EXECUTIVE DIRECTOR REPORT.....Sharon Johnson

- Update on relocation of COSW to 25 Van Ness Avenue

V. COMMITTEE REPORTS

BYLAWS COMMITTEE.....Commissioner Mjellem

* 1) Presentation of proposed amendments to Bylaws.
* 2) Presentation of proposed amendments to Rules of Order.
3) Update on Legal Advisory Council

* According to Article IX Amendment of Bylaws: The bylaws of the Commission on the Status of Women may be amended after presentation of proposed amendments as a scheduled agenda item in a regular meeting of the commission. One full month's notification of proposed amendments and passage by majority membership vote at a following month's regular meeting are prerequisite to amendment of bylaws.

VI. NEW BUSINESS

1) Establishment of a COSW advisory council.....Commissioner Sumchai

To consider the formation of a minority women's community advisory council.

2) Veena Charan case.....Commissioner Ito

To consider calling for an investigation of the murder of Veena Charan.

VII. UNFINISHED BUSINESS

Constitution of Committees.....Commission Sumchai

Continuing discussion on the creation of a non-permanent body that would formulate suggestions on the structure, model and priorities to the committee previously adopted by COSW.

VIII. PUBLIC COMMENTS

IX. ADJOURNMENT

REGULAR MEETING OF THE COMMISSION

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A M E N D E D A G E N D A

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UNDER NEW BUSINESS:

Proposed reclassification of 1424 position for the 1990 -91 Budget Process.

To consider upgrading the existing 1424 classification (clerk-typist) to a classification more specific to the department's needs.

City and County of San Francisco

Commission on the Status of Women

Special Meeting of the Commission
State Building, Room 1154
Enter Golden Gate Avenue

Tuesday, April 10, 1990
8:30 - 10:00 AM

A G E N D A

I. Call to Order/Roll Call — Commissioner Marin

II. Adoption of Agenda — Commissioner Marin

III. Motion directing executive director to retain the clerk-typist position (1424) in the budget for the fiscal year 1990-91 and to take no further steps to obtain the reclassification of that position to an executive secretary I position (1450).

IV. Public Comment

V. Adjournment

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

City and County of San Francisco Commission on the Status of Women

Speical Meeting of the Commission
State Building - Room 1154
Enter on Golden Gate Avenue

Tuesday, April 10, 1990
8:30 AM - 10:00 AM

A M E N D E D A G E N D A

This item is an addition to the calandered items of the April 10, 1990 Special Meeting.

Upgrade the 1424 classification (clerk-typist position) to a 1452 classification (executive secretary II position) for the 1990-91 Budget fiscal year process.

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

City and County of San Francisco **Commission on the Status of Women**

Regular Meeting of the Commission
State Building, Room 1154
Enter on Golden Gate Avenue

Thursday, April 26, 1990
4:00 PM

A G E N D A

I. Call to Order/Roll Call. . . . . .Commissioner Marin

II. Adoption of Agenda. . . . . .Commissioner Marin

III. Adoption of Minutes . . . . . .Commissioner Marin

- March 8, 1990 Minutes
- March 22, 1990 Minutes

IV. Executive Director's Report . . . . . .Sharon Johnson

- Update on relocation of office
- Sonoma Commission on the Status of Women
- 1990-91 Women's Networking Conference
- Update on interns' research

V. Staff Report. . . . . .Judith Klain

- Update on meetings with Dept. of Public Works

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VI. Committee Reports

VII. New Business

- Civil Rights Act of 1990 . . . . . .Commissioner Martin

To consider a Resolution to San Francisco's congressional representatives and a letter to Senator Pete Wilson urging him to support the Civil Rights Act of 1990-91.

- Earthquake Relief Monies . . . . . .Commissioner Martin

To consider writing a letter urging the Mayor to assure that monies that are designated to contracts for earthquake repair meet affirmative action guidelines.

- Domestic Violence Legislation. . . . . Commissioner Ito

To consider supporting domestic violence legislation sponsored by Assemblywoman Lucille Roybal-Allard.

- Pay Equity Technical Assistance Act. . . .Commissioner Marin

To consider COSW to be listed as a supporter with the National Committee on Pay Equity.

(415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

New Business - continued

° Parc 55 Hotel. . . . . .Commissioner Black

To consider writing a letter to the owner of the Parc 55 Hotel regarding COSW s concerns of the civil rights of working people.

° Fraud Early Detection (F.R.E.D.). . . . . Commissioner Marin

To consider writing a letter to the Department of Social Services on behalf of the Income Rights Project's concerning F.R.E.D.

VIII. Unfinished Business

° By Laws and Rules of Order. . . . . Commissioner Mjelle

° Update on Charan investigation. . . . . Commissioner Ito

° COSW committee structure and role(s) of committee members . . . . . Commissioner Marin

IX. Public Comment. . . . . Commissioner Marin

X. Announcements . . . . . Commissioner Marin

XI. Adjournment . . . . . Commissioner Marin

Regular Meeting of the Commission
State Building - Room 1154
Enter on Golden Gate Avenue

Thursday, April 26, 1990
4:00 PM

A M E N D E D A G E N D A

The following two items will be heard under New Business:

1) Domestic Violence Protocols in the Medical Setting.

- The Commission to agree with joint Domestic Violence and Health Committee Chairs to represent the commission at these task force meetings.
- The Commission to authorize the use of staff time to assist in coordinating future meetings and doing relevant work as needed.

2) City Attorney to discuss Brown Act

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Regular Meeting of the Commission
State Building
350 McAllister Street, 1154
(ENTER ON GOLDEN GATE AVENUE)

Thursday, May 24, 1990
4:00 PM

A G E N D A

I. Call to Order/Roll Call.....Commissioner Marin

II. Adoption of Agenda.....Commissioner Marin

III. Adoption of Minutes.....Commissioner Marin

April 10, 1990 Special Meeting
April 12, 1990 Special Meeting
April 26, 1990 Regular Meeting

IV. Executive Director Report

25 Van Ness Avenue

Update Charan Case

Process for agenda items

V. Committee Reports

Health Committee.....Commissioner Sumchai

Women's Health in San Francisco Report.....Comm.Sumchai

Report on joint Health and Domestic Violence Task Forces and request for funds.....Comms. Sumchai/Ito

Admin./Education/Public Relations Committee.....Comm.Herrera

Community Outreach Hearing

Rules and Legislation Committee.....Comm. Mjellem

Legal Advisory Committee

Women and Economics.....Comms.Black/Martin
Domestic Violence Committee.....Commissioner Ito

VI. New Business

° Senate Bills 737 and 738 (Senator Marks).....Comm. Marin

Senator Mark would like COSW to consider supporting SB 738 and SB 737

SB 737: Relates to government contracts and SB 738 relates to spousal support.

° Earthquake Relief Monies.....Comm. Martin

To consider writing a letter urging the Mayor to assure that monies that are designated to contracts for earthquake repair meet affirmative action guidelines.

° Intergenerational Housing Proposal.....Comm. Marin

Consider endorsing housing proposal concept and authorize staff time.

° Degrading advertisements towards women....Comm. Marin

Consider writing a letter to Bazaar magazine expressing COSW's concern on the denigration of women in their advertisements.

° Affirmation Action policy for contractors...Comm. Ito

Consider adopting affirmative action policy requiring Board of Directors and staff of San Francisco's domestic violence agencies to reflect the population they serve.

° Delegate to attend the NACW Convention....Comm. Marin

Interested commissioner to attend the NACW convention in July.

VII. Unfinished Business

° Bylaws and Rules of Order.....Comm. Mjellem

° Committee Structure.....Comm. Marin

VIII. Public Comment..... ....Comm. Marin

IX. Announcements.....Comm. Marin

X. Adjournemnt.....Comm. Marin

REGULAR MEETING OF THE COMMISSION
2640 Geary Blvd. MUNI Training Center
Between Presidio and Masonic Avenues

THURSDAY, June 28, 1990
6:00 PM

A G E N D A

I. Call to Order/Roll Call.....Commissioner Marin

II. Adoption of Agenda.....Commissioner Marin

III. Adoption of Minutes.....Commissioner Marin

°May 24, 1990 Regular Meeting

IV. Executive Director Report.....Sharon Johnson

° Update 1990-91 FY Budget
° Update office relocation
° SB 737

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V. Unfinished Business

° By laws and Rules of Order.....Commissioner Mjellem

° Plans to develop long-term goals.....Commissioner Marin

To consider hiring a facilitator to develop goals.

VI. Committee Reports

Health Committee.....Commissioner Sumchai

Admin./Education/Public Relation.....Commissioner Herrera

Rules and Legislation Committee.....Commissioner Mjellem

VII. New Business

Joint Health and Domestic Violence Committee.....Commissioner Sumchai

To consider budget report and proposal on joint project regarding data and tracking systems for battered women.

° Intern Report Presentation.....Vicki Mead.

° 1991 Women's Networking Conference.....Commissioner Marin
To consider serving on a steering committee for the SF/Bay Area.

VIII. Public Comment

IX. Announcements
X. Adjournment

Regular Meeting of the Commission
Department of Public Health
101 Grove Street
ROOM 300
San Francisco, CA 94102

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THURSDAY, JULY 26, 1990
4:00 P.M.

A G E N D A

I. CALL TO ORDER/ROLL CALL.....Commissioner Marin

II. ADOPTION OF AGENDA.....Commissioner Marin

III. ADOPTION OF MINUTES.....Commissioner Marin

- June 28, 1990 Regular Meeting

IV. EXECUTIVE DIRECTOR'S REPORT.....Sharon Johnson

- Report on NACW Convention
- Report on Friends Committee

V. STAFF REPORT.....Judith Klain
Rosario Navarrette

- Brown Bag Series.....Judith Klain
- Intern involvement.....Rosario Navarrette

VI. UNFINISHED BUSINESS

- Bylaws/Rules of Order.....Commissioner Mjellem
- Update on development of long-range COSW PLAN.....Commissioner Marin

VII. COMMITTEE REPORTS

Admin../Education/Public Relations.....Commissioner Herrera

- Update on "How To Get That Appointment" and committee plans.

Health Committee.....Commissioner Sumchai

- Domestic Violence Medical Project

ACTION REQUESTED: The Health Commission to consider funding the Domestic Violence Medical Project with their discretionary funds.

COMMITTEE REPORTS - continued

Rules and Legislation Committee.....Commissioner Mjellem

. Update on the Legal Advisory Committee

Domestic Violence Committee.....Commissioner Ito

Women and Economics Committee.....Commissioner Martin

. Women in Civil Service Workforce Model Program.

ACTION REQUESTED: Adoption of this program.

. Mission Bay Report

VIII. NEW BUSINESS

. Presentation of the future of the womens' movement.....Commissioner Sumchai

Aileen Hernandez will address the commission on this topic.

. Report on "An Analysis of Girls in San Francisco Juvenile Justice System.....Commissioner Marin

ACTION REQUESTED: Adopt this report and request that the Chief Probation Officer of the Youth Guidance Center to consider implementing the recommendations of this report.

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
JULY 28, 1990
9:00 A.M. - 1:00 P.M.
68 Fifth Avenue
San Francisco, CA.

A G E N D A

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. PLANNING SESSION (9:30 AM - 11:00 AM)

- Review Desired Outcomes
- Resource Inventory of COSW:
  - What Do We Have?
  - What Do We Need?

- Detailed analysis of the work of COSW:
  - current and proposed services, issues and programs
  - realistic assessment of available resources.

IV. FIFTEEN MINUTE BREAK

V. SET PRIORITIES AND NEXT STEPS FOR TWELVE MONTH PERIOD

VI. PUBLIC COMMENT

VII. ADJOURNMENT

Desired Outcomes of Planning Session

- Produce in draft version a one-year work plan which will include quarterly goals and an evaluation process.

- Build a spirit of teamwork among commissioners and staff for accomplishing the work of the department.

- Better understanding of the department's overall resource picture, i.e. what resources (time and money) are needed to undertake various current or proposed services, issues and programs.

- Seek consensus on priorities which we can reasonably hope to accomplish during the next year, given a realistic assessment of our resources. (time and money)

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REGULAR MEETING OF THE COMMISSION Thursday, August 23, 1990
San Francisco Fire Department 4- 6:00 PM
260 Golden Gate Avenue - Room 201
San Francisco, CA 94103

A G E N D A

I. CALL TO ORDER/ROLL CALL.....Commissioner Marin

II. ADOPTION OF AGENDA.....Commissioner Marin

III. ADOPTION OF MINUTES.....Commissioner Marin

- Minutes of July 26, 1990

IV. EXECUTIVE DIRECTOR REPORT.....Sharon Johnson

- 1990-91 local and state budgets
- Office relocation
- Friends Committee

V. NEW BUSINESS

- Guest Speaker, Pat Salber.....Comm. Sumchai
  - Alcohol Tax Initiative
- Guest Speaker, Helen Bautista.....Commissioner Ito
- Discussion on possible homophobia on Los Angles COSW.....Commissioner Marin

ACTION: Send letter of inquiry and concern to Supervisor Michael Antonovich of Los Angeles.

VI. UNFINISHED BUSINESS

- Mission Bay.....Commissioner Black

ACTION: Send letter to appropriate parties regarding women and jobs on the Mission Bay project.

UNFINISHED BUSINESS - continued

- Legal Advisory Committee.....Commissioner Mjellem

ACTION: Update on opinion from the City Attorney and new objectives and form of the committee.

VII. PUBLIC COMMENT

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

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SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET - ROOM 509
SAN FRANCISCO, CALIFORNIA

WEDNESDAY, SEPTEMBER 12, 1990
4:00 PM

A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

IV. COMMITTEE REPORTS

. One-year Plan Presentations

Adminis./Education/Public Relations Committee...Comm.Herrera

Domestic Violence Committee.....Comm. Ito

Health Committee.....Comm.Sumchai

Rules and Legislation Committee.....Comm. Mjellem

Women and Economics.....Comms. Black/Martin

ACTION: Adopt individual committee's one-year plan.

V. PUBLIC COMMENT

VI. ANNOUNCEMENTS

VII. ADJOURNMENT

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Regular Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room - 201
260 Golden Gate Avenue, San Francisco

Thursday, Sept.27, 1990
4:00 P.M.

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AGENDA

I. Call To Order/Roll Call.....Commissioner Marin

II. Adoption of Agenda.....Commissioner Marin

III. Adoption of Minutes.....Commissioner Marin

- August 23, 1990 Regular Meeting
- September 12, 1990 Special Meeting

IV. Executive Director Report.....Sharon Johnson

- Update on relocation of office
- Update on 1452 position
- Friends Committee
- AB 2700 and AB 4000

V. Committee Reports

- Ad./Ed./Public Relations.....Comm. Herrera
- Domestic Violence.....Commissioner Ito
- Health Committee.....Comm. Sumchai
- Rules and Legislation.....Comm. Mjellem
- Women and Economics.....Comm.Black/Martin

ACTION: Adopt committees' one year work plan.

VI. New Business

- Nominations and election of COSW Officers.

ACTION: Elect officers for 1990-91 year.

- Presentation of CIRRS' Domestic Violence Report on Un-Documented Workers.

ACTION: None expected.

VI. **New Business (Continued)**

- Sponsor National Business Women's Week.

ACTION: To consider sponsoring National Business Women's Week the third week in October.

VII. **Public Comment**

VIII. **Announcements**

IX. **Adjournment**

Regular Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room
260 Golden Gate Avenue
San Francisco, CA. 94103

THURSDAY, Nov. 15, 1990
4:00 P.M.

A G E N D A

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I. Call To Order/Roll Call

II. Adoption of Agenda

III. Adoption of Minutes

- October 25, 1990 Regular Meeting

IV. Executive Director Report
UPDATES:
- 1452 Clerical position
- Relocation to 1170 Market St.
- Intergenerational housing project

V. Committee Reports

Admin./Ed./Public Relations.....Comm. Herrera

REPORT ON NOVEMBER 8, 1990 MEETING

Domestic Violence Committee.....Comm. Ito

Health Committee.....Comm. Sumchai

Rules and Legislation Committee.....Comm. Mjellem

PROPOSAL ON LEGISLATIVE ANALYSIS PROCESS FOR APPROVAL AT DECEMBER MEETING.

Women and Economics.....Comms.Black/Martin

VI. Unfinished Business
- None

VII. New Business
- None

VIII. Public Comment

IX. Announcements

X. Adjournment

Regular Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room
260 Golden Gate Avenue
San Francisco, CA. 94103

THURSDAY, December 27, 1990
4:00 P.M.

A M E N D E D A G E N D A

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I. Call To Order/Roll Call

II. Adoption of Agenda

III. Adoption of Minutes

. October 25, 1990 Regular Meeting

IV. Executive Director Report

UPDATES:
- . 1452 Clerical position
- . Relocation to 1170 Market Street
- . Intergenerational housing project
- . Networking Conference

V. Committee Reports

Admin./Ed./Public Relations.....Comm. Herrera

UPDATES:
- . Womens History Month
- . "How to Get That Appointment" book
- . Outreach plans

Domestic Violence Committee.....Comm. Ito

- . MultiService Center
  Report on visit to Center
- . Charan Investigation
  To approve draft report of the investigation and approve of a special public hearing in January on this matter.
- . Funding Cycle Policy
  To approve a reapplication funding cycle policy for domestic violence agencies.

Health Committee.....Comm. Sumchai

. Update on plans for January meeting

Rules and Legislation Committee.....Comm. Mjellem

. **Proposal on legislative analysis process**

Women and Economics.....Comms.Black/Martin

. Approve nominees to the Committee.

VI. Unfinished Business

. None

VII. New Business

. 1991-92 Budget Projections.....Sharon Johnson
. 1991 Calvacade of Women.....Sharon Johnson

ACTION: To consider a process in which to select a Calvacade honoree to be nominated to the State COSW.

. VDT Legislation

ACTION: To send a letter supporting VDT legislation to Mayor Agnos

VII. Public Comment

IX. Announcements

X. Adjournment

AGI-6939

COMMISSION ON THE STATUS OF WOMEN

1991

All Minutes for this year are missing.

City and County of San Francisco

Commission on the Status of Woman

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Special Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room - 201
260 Golden Gate Avenue, San Francisco

Tuesday, Jan. 15, 1991
10:00 a.m.- 7:00 p.m.

AGENDA

I. Call To Order/Roll Call.....Commissioner Mjellem

II. Adoption of Agenda.....Commissioner Mjellem

III. **New Business:**

. International Women's Day Event.....Commissioner Mjellem

Action: To approve requesting Friends Committee of the COSW to sponsor the luncheon.

. **Veena Charan Hearing**.....Commissioner Mjellem

Introduction.....Commissioner Ito

Testimony begins*.....Departments

San Francisco Police Department
San Francisco District Attorney's Office
Adult Probation Department
Municipal Court-Criminal Division
Family Court Services-Superior Court
Department of Social Services

IV. Closing Remarks.....Commissioner Mjellem/Ito

V. Adjournment

*** Public Comment will be heard after each department has testified and at the end of testimony by all departments.**

415) 558-3653 1095 Market Street, Room 409 San Francisco 94103

The murder of Veena Charan by her husband Joseph Charan on January 15, 1990, has raised urgent questions about the response to domestic violence in San Francisco. Mrs. Charan had sought the assistance of several governmental agencies for a period of fifteen months prior to her tragic death.

Veena Charan had been separated from Joseph Charan and had gone through a custody battle winning custody of their nine year old son. Joseph Charan had vandalized his estranged wife's home, scrawled graffiti and rammed his car through the garage door.

Mrs. Charan made numerous reports to the police. Six months later Joseph Charan was arrested and convicted of wife beating and malicious mischief. He was sentenced on January 3, 1990, and placed on probation with a 30 days jail sentence.

Veena Charan had obtained a restraining order through the civil courts. Mr. Charan had violated the restraining order in San Mateo County where Veena Charan was employed and in San Francisco. He made several attempts to kidnap his son at school. It was at the school where he eventually murdered his wife in front of teachers and school children, then committed suicide.

This case, unfortunately, is not an aberration. In san Francisco, there are close to 10,000 domestic violence calls to the police department a year, 40% of those calls are weapons related. A quarter of all homicides in San Francisco involved domestic violence. On third of all female homicides in California were committed by the victim's husband.[1] In 1989, 500 women obtained restraining orders with the assistance of the Cooperative Restraining Order Clinic, while another 552 received assistance regarding information on restraining orders.[2]

The Commission on the Status of Women has been investigating the murder of Veena Charan for the past seven months. The investigation is now in its final phase. Upon completion, a report will be submitted to the Mayor and the Board of Supervisors.

This final step is the process which gives the public an opportunity to submit oral or written testimony on the issue of domestic violence and the services provided by the different city departments. The Commission will accept written testimony until January 31, 1991, at 1095 Market Street, Room 409, San Francisco CA. 94103. Sign-up for verbal testimony will be available at the public hearing. Please contact Rosario Navarrette at 558-3653 for further information.

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[1]Bureau of Criminal Statistics. Report of the Mayor's Task Force on the Commission on the Status of Women

[2] Commission on the Status of Women 1989 Quarterly Report recieved from the Cooperative Restraining Order Clinic

City and County of San Francisco | Commission on the Status of Woman

Regular Meeting of the Commission
Department of Public Health
101 Grove Street, Room 300
San Francisco, CA.

THURSDAY, January 24, 1991
4:00 P.M.

AGENDA

NOTE: SCHEDULED HEARING OF THE COMMISSION'S HEALTH COMMITTEE WILL BEGIN PROMPTLY AT 5 P.M.

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JAN 22 1991

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I. Call To Order/Roll Call

II. Adoption of Agenda

III. Adoption of Minutes

. December 27, 1990 Regular Meeting

IV. Executive Director's Report

UPDATES: . Relocation to 1170 Market Street
. Statement of Economic Interest - Form 730

V. New Business

. Baseline Budget Fiscal Year 1991-92 presentation . .. . . . Sharon Johnson

Public Comment:

ACTION: Adopt Commission on the Status of Women Budget Proposal FY 1991-92

VI. Unfinished Business

Calvacade of Women, 1991 . . . . . Comm. Herrera

ACTION: Move to Nominate a candidate recommended by the Administrative/Education/Public Relations Committee.

VII. **Committee Reports**

Admin./Ed./Public Relations . . . . . Comm. Herrera

UPDATES:
- Women's History Month
- Outreach Plans
- "How To Get That Appointment" Book

Domestic Violence Committee . . . . . Comm. Ito

UPDATES:
- Multi-Service Center
- January 15th Special Meeting: Charan Investigation

Rules and Legislation Committee . . . . . Comm. Mjellem

- Legislative Analysis Process proposal

ACTION: Adopt proposal of legislative analysis process submitted at 12/27/90 regular meeting and schedule a February meeting.

Women and Economics . . . . . .Comm. Black/Martin

No Report

Health Committee . . . . . .Comm. Sumchai

- Hearing on Women's Health Committee Report

TOPICS:

- Introduction: Access/Finance/Primary Health Care
- Chronic Disease
- Domestic Violence
- Substance Abuse
- Mental Health
- Reproductive Health
- AIDS
- Incarcerated Women
- Homeless Women
- Refugee Women
- Lesbians

Public Comment (on Women's Health Committee Report):

VIII. **Public Comment**

IX. **Announcements**

X. **Adjournment**

City and County of San Francisco

Commission on the Status of Woman

Regular Meeting of the Commission
Mission Cultural Center
2868 Mission Street
San Francisco, CA

THURSDAY, February 28, 1991
4:00 P.M.

A G E N D A

I. **Call To Order/Roll Call**

II. **Adoption of Agenda**

III. **Adoption of Minutes**

. January 15, 1991 Special Meeting
. January 24, 1991 Regular Meeting

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IV. **Executive Director's Report**

UPDATES:

. Female Correctional Conference
. Intergenerational Housing
. Relocation to 1170 Market

V. **New Business**

. Women's Economic Agenda Project (WEAP). . . . . **Judith Klain**

ACTION: To consider sending a support letter on behalf of Cheri Honkala.

. Solutions to Poverty Workshop . . **Sharon Johnson**

ACTION: To consider endorsing the San Francisco Antipoverty Congress.

. Report on Meeting with Congresswoman's Pelosi's aides . . . . . **Comm. Sumchai**

VI. **Unfinished Business**

None

VII. **Committee Reports**

Admin./Ed./Public Relations . . . . . Comm. Herrera

UPDATES:
- Women's History Month
- Outreach Plans
- "How To Get That Appointment" Book

Mission Outreach Program

Speakers and Topics:

- Patricia Rodriguez, Director YWCA - Mission Girls Services
- Diane Verdugo, Director, Mission Community College Center - Educational Services for Women
- Administrator or Counselor, Mission High School - Young Women in High School
- Rosa Rivera, Fruitlandia Restaurant - Small Business
- Sonia Melara, Hispanic Yellow Pages - Women and Business in the Mission District
- Regina Gabrielle, Director of Administration, Women's Building - Available Programs at Women's Building

Public Comment

Domestic Violence Committee . . . . . Comm. Ito

UPDATES:
- Multi-Service Center
- Charan Case Investigation
- Legislation

Rules and Legislation Committee . . . . . Comm. Mjellem

- Legislative Analysis Process

Women and Economics Comm. . . Comm. Black/Martin/Marin

- Committee Report

ACTION: To approve additional Women and Economics Committee nominations.

Health Committee . . . . . Comm. Sumchai

- Hearing on Women's Health Committee Report

ACTION: To approve additional Health Committee nominations.

VIII. Public Comment

IX. Announcements

X. Adjournment

Regular Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room
260 Golden Gate Ave.
San Francisco, CA.

Thursday, March 28, 1991
4:00 P.M.

A G E N D A

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I. Call To Order/Roll Call

II. Adoption of Agenda

III. Adoption of Minutes

. February 28, 1991

IV. Executive Director's Report

UPDATES:
. 1170 Market Street
. 1991 Cavalcade of Women

V. New Business

. Domestic Violence Contract/Brennan House transitional housing for battered women and their children.

ACTION: To consider administering funds and monitoring contracts for Brennan House in cooperation with the Department of Social Services.

. Veena Charan Investigation . . . . . Comm. Ito

ACTION: To consider requesting City Attorney's office to subpoena the Family Court Services records on the murder of Veena Charan, if necessary.

VI. Unfinished Business

. Meeting with Congresswoman Pelosi's aides . Comm. Sumchai

ACTION: Update on any new information from Sheri Hamamoto of Congresswoman Pelosi's office.

VII. Committee Reports

Admin./Ed./Public Relations Committee . . . . Comm. Herrera
No committee report.

REPORT:

. Women's History Month Opening Ceremonies, March 5, 1991

Domestic Violence Committee . . . . . Comm. Ito

. Nominations to Committee

ACTION: To consider Carol Newkirk, Woman Inc. as a new member.

UPDATE:

. Charan Hearing
. Multiservice Center
. Legislation

Rules and Legislation Committee . . . . . Comm. Mjellem

. Legislative Advisory Committee Report . **Comm. Mjellem**

. Discussion of Supervisor Alioto's proposal to restrict initiation of legislation to members of the Board of Supervisors

ACTION: To urge Commission on the Status of Women to oppose Supervisor Alioto's proposal.

. Discussion on a letter to Supervisor Achtenberg re: an ordinance to mandate follow-up of victims of violent injury in San Francisco. . . . . **Comm. Sumchai**

ACTION: Request staff to ask the City Attorney's Office as to what authority the Commission has to develop legislation which would protect women victims of violence who seek safety and health care attention in public/private hospitals, universities, colleges, health care centers and outpatient centers in San Francisco.

. Reaffirm prior COSW action on, and current status of, the Civil Rights Bill. . **Comm. Martin, Black, Marin**

ACTION: To clarify current direction for the COSW staff on this previously approved bill.

Health Committee . . . . . Comm. Sumchai

. Inaugural Meeting

Women & Economics Committee . . . . Comm. Black/Martin/Marin

. Committee Report

VIII. Public Comment

IX. Announcements

X. Adjournment

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
San Francisco Fire Department
Commission Hearing Room
260 Golden Gate Ave.
San Francisco, CA.

Thursday, April 25, 1991
4:00 P.M.

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A G E N D A

I. Call To Order/Roll Call

II. Adoption of Agenda

III. Adoption of Minutes
. March 28, 1991

IV. Executive Director's Report
. Open House - May 3, 1991
. Female Incarcerated Conference

V. New Business
. Location of Regular COSW meeting. . . Sharon Johnson
ACTION: Determine regular meeting location.

. Sexual Harassment Helpline . . . . . Judith Klain
ACTION: To consider the elimination of the Sexual Harassment Hotline.

. Membership to the National Association of Commissions for Women . . . . . Sharon Johnson
ACTION: To consider becoming members of the National Association of Commissions for Women.

. Report on Mayor's meeting on women's health issues. . . . . Comm. Sumchai
ACTION: No action expected.

. Resolution to accept that alternates be accepted as voting committee members to Standing Committees. . . . . Sharon Johnson
ACTION: To consider adopting Resolution allowing for alternates on Standing Committees.

VI. Old Business

. Brennan House . . . . . Comm. Ito
ACTION: To consider administering funds and monitoring contracts for Brennan House.

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VII. Committee Reports

Admin./Ed./Public Relations Committee . . . Comm. Herrera

. Confirmation of two new members to committee
  . Cheryl Towns
  . Charlene Smith

. Update:
  . How To Get That Appointment Booklet
  . Outreach Plans
  . Legislation

Domestic Violence Committee . . . . . Comm. Ito

. Charan Investigation

ACTION: Consider adoption of final report.

. Evaluations of domestic violence agencies funded by COSW.

ACTION: Consider approving evaluations of domestic violence agencies.

. Multiservice Center Update

Health Committee . . . . . Comm. Sumchai

. Update

Rules and Legislation Committee . . . . . Comm. Mjellem

. Legislative Advisory Committee

  . Proposal to revise COSW Ordinance

ACTION: To consider staff recommendations to modify COSW Ordinance.

  . Committee Legislative Priorities

ACTION: To consider adopting Legislative Priorities of Standing Committee.

Women and Economics Committee . . . . . Comm. Black, Marin, Martin

  . Update of April 11, 1991 Meeting

VIII. Public Comment

IX. Announcements

X. Adjournment

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA. 94102

THURSDAY, May 23, 1991
4:00 PM

A G E N D A

I. Call To Order/ Roll Call

II. Adoption of Agenda

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III. Adoption of Minutes
- **April 25, 1991**

IV. Executive Director's Report
- **Open House**
- **May 29, 1991 Correctional Conference**

V. New Business
- **By-Law amendments.** (No action. On calendar to meet 30-day notification requirement).

- **Legislative Advisory Committee.....Comm.Mjellem**

  ACTION: To consider restructuring committee.

- **Amendments to COSW Ordinance.....Ms. Johnson**

  ACTION: To consider amendments to COSW ordinance.

- **Amicus Brief/Charan Investigation.....Comm. Ito**

  ACTION: To consider permitting an organization to file an Amicus Brief on behalf of the Commission regarding Family Court Services and the Commission's efforts to subpoena its records on the Charan case.

- **SB 817 (Marks)Displaced Homemakers.....Comm.Black**

  ACTION: To consider support letter to the Appropriations Committee, Governor and local legislators.

- **AB 1488 (Spier) California Women's Business Council.....Comm.Black**

  ACTION: To consider supporting legislation.

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VI. Old Business

. **Report on Women's Health Issues Meeting with Mayor.....Comm.Sumchai**

. **Resolution allowing alternates on Standing Committees.....Ms. Johnson**

ACTION: To consider adopting Resolution and/or amending By-Laws at the Regular June Meeting.

. **Sexual Harassment Helpline.....Ms. Johnson**

ACTION: To consider rescinding last months vote.

. **Charan Investigation Report.....Comm. Ito**
UPDATE:
. subpoena
. city agencies responses to Draft Report

ACTION: To consider adopting the Charan Report.

VII. Committee Reports

Admin./Education/Public Relations.....Comm.Herrera
UPDATE:
. "How To Get That Appointment" booklet
. Outreach Plans

Domestic Violence Committee.....Comm. Ito
LEGISLATION:
. **SB 232 AND AB 314 (Caller I.D. Program)**
ACTION: To consider supporting legislation.

UPDATE:
. Multiservice Centers
. Domestic Violence Awareness Month

Health Committee.....Comm.Sumchai
. **NO REPORT**

Rules and Legislative Committee.....Comm.Mjellem
. **NO REPORT**

Women and Economics Committee.....Comm. Black, Marin,Martin
. **UPDATE**

VIII. Public Comment

IX. Announcements

X. Adjournment

Commission on the Status of Women
City and County of San Francisco

SPECIAL MEETING
Commission On The Status Of Women
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Friday, June 21, 1991
Noon

A G E N D A

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I. Roll Call

II. Adoption of Agenda

III. Business

A. Charan Investigation Report

ACTION: To consider adopting report.

B. Legislative Advisory Committee

ACTION: To consider restructuring committee.

IV. Public Comment

V. Announcements

VI. Adjournment

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, June 27, 1991
4:00 P.M.

AGENDA

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. May 23, 1991

IV. EXECUTIVE DIRECTOR'S REPORT

. COSW Newsletter . . . . . Leatrice Miyashiro
. May 29, 1991 Correctional Conference . Sharon Johnson
. Friends Committee
. Supervisor Shelley's Resolution regarding Family Planning Funding
. Finance Committee, Board of Supervisors

V. NEW BUSINESS

. Domestic Violence Hospital Response Act . Comm. Sumchai
ACTION: To discuss legislation.

. July 9th National Day of Protest regarding Supreme Court's decision on Family Planning Funding . . . . . Sharon Johnson
ACTION: To support July 9th Day of Protest.

. Film: "Sealed Records, Sealed Lives" . . Sharon Johnson
ACTION: To consider sending a support letter.

. By-Law Amendments
ACTION: To consider amending commission's By-Laws.

VI. OLD BUSINESS

. SB 232 and AB 314 . . . . . Comm. Ito
ACTION: To consider supporting SB 232 and AB 314.

. Report on Women's Health Meeting with Mayor . . . . . Comm. Sumchai

. Resolution Allowing Alternates on Standing Committees
ACTION: To consider adopting resolution.

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. Charan Investigation . . . . . Comm. Ito
. Update on Family Court Subpoena

VII. COMMITTEE REPORTS

Administrative/Education/Public Relations . . Comm. Herrera

. "How To Get That Appointment" booklet
ACTION: To approve draft.

. Outreach Plans
ACTION: To approve schedule of meetings.

. Barbra Silver - nominee to committee
ACTION: To approve Ms. Silver's nomination to serve on committee.

Domestic Violence . . . . . Comm. Ito

. Discussion on Follow-Through Committee on Charan Investigation
ACTION: Approval to establish Commission On The Status of Women Follow-Through Committee

. Domestic Violence Awareness Month . . Ms. Navarrette

. Coalition of Women Service Providers
ACTION: To approve Commission On The Status of Women's membership of coalitions.

. Legislative Update and action strategies

Health Committee . . . . . Comm. Sumchai

. June 13, 1991 Meeting

Rules & Legislation Committee . . . . . Comm. Mjellem
No Report

Women & Economics Committee . . Comm. Black, Martin, Marin

. Civil Service Upward Mobility . . . . Judith Klain

ACTION: To explore and provide vehicles for greater upward mobility to classes which are predominantly female in San Francisco Civil Service.

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, July 25, 1991
4:00 P.M.

AGENDA

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- June 21, 1991 Special Meeting
- June 27, 1991 Regular Meeting

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IV. NEW BUSINESS

- Supervisor Carol Migden

ACTION: Request to address the commission regarding MBE/WBE - Women in the Work Force.

- Janet Nudelman - Family Violence Project

ACTION: To update commission on legislative matters regarding violence against women with emphasis on domestic violence.

- San Francisco Police Department Sexual Harassment

ACTION: Commission on the Status of Women to assist in remedying illegal sexual harassment at the San Francisco Police Department.

- AB 101 Legislation

ACTION: To support AB 101

- Accepting names for alternates for Health Committee and new committee members

V. OLD BUSINESS

- Legislative Advisory Committee . . . . . Comm. Mjellem

ACTION: To consider restructuring committee.

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VI. COMMITTEE REPORTS

Administrative/Education/Public Relations Committee . . . . . Comm. Herrera

. Outreach Plans

. Within Your Reach - How To Get That Appointment Book

Domestic Violence Committee . . . . . Comm. Ito

. Carol Draizen - nominee to committee

ACTION: To approve Ms. Draizen's nomination to serve on committee.

. Accepting names for alternates for the Domestic Violence Committee.

Health Committee . . . . . Comm. Sumchai

No Report

Rules and Legislation Committee . . . . . Comm. Mjellem

No Report

Women and Economics Committee . Comm. Black, Marin & Martin

. Update on July 16, 1991 Meeting

VII. PUBLIC COMMENT

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Special Meeting of the
Commission on the Status of Women
Temple United Methodist Church
65 Beverly Street
(Junipero Serra/19th Avenue)
San Francisco, CA

Thursday, August 8, 1991
5:30 P.M.

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- Information on applying for appointments to state and local government bodies.
  - CEWAER - California Elected Women's Association for Education and Research
  - How to Get That Appointment Book

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

** NOTE: Cross Street of 65 Beverly Street is Junipero Serra and 19th Avenue

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, August 22, 1991
4:00 P.M.

AMENDED AGENDA

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- July 25, 1991 Regular Meeting
- August 8, 1991 Special Meeting

IV. EXECUTIVE DIRECTOR'S REPORT

- Election of Officers at September Regular Meeting

V. NEW BUSINESS

- Guest Speaker: Supervisor Carole Migden
- Presentation by Income Rights Project
- Retreat/Review . . . . . Comm. Marin
- Membership of Health Committee . . . . . Comm. Sumchai

ACTION: To consider reduction of Health Committee membership.

- Women's Health Committee Report, 1991

ACTION: To consider Commission on the Status of Women in coalition with other organizations to request that the Women's Health Committee report be heard at the San Francisco Health Commission.

VI. OLD BUSINESS

- Legislative Advisory Committee . . . . . Comm. Mjellem

ACTION: To consider restructuring committee.

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VII. COMMITTEE REPORTS

Administrative/Education/Public Relations Committee . . . . . Comm. Herrera

. Outreach Plans

Domestic Violence Committee . . . . . Comm. Ito

. Update on Domestic Violence Meeting

. Legislation concerning diversion for alcohol-related offenses.

ACTION: To send a letter of concern to Assemblyman John Burton's office for support of this bill.

Health Committee . . . . . Comm. Sumchai

. August 15, 1991 Committee Meeting

. Removal of Lucille Burlew Lawler from the Health Committee and replacement named.

ACTION: To approve the removal of Lucille Burlew-Lawler from the Health Committee and name replacement.

. Approval of alternates to Health Committee.

ACTION: To approve alternates to the Health Committee.

Rules and Legislation Committee . . . . . Comm. Mjellem

No Report

Women and Economics Committee . . Comm. Black, Marin, Martin

. Update of August 8, 1991 Meeting . . . . Comm. Black

. Approval of alternates to Committee . . Comm. Black

ACTION: To approve alternates to the Women and Economics Committee.

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission — Thursday, September 26, 1991
1170 Market Street, Sixth Floor — 4:00 P.M.
San Francisco, California 94102

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AGENDA

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. August 22, 1991 Regular Meeting

IV. NEW BUSINESS

. Election of Officers

. Discussion on WBE's

V. COMMITTEE REPORTS

Administrative/Education/Public Relations Committee . . . . . Comm. Herrera

No Report

Domestic Violence Committee . . . . . Comm. Ito

. Domestic Violence Awareness Month Program

. Charan Investigation

. City Attorney Louise Renne Meeting

Health Committee . . . . . Comm. Sumchai

. Membership confirmation

Rules and Legislation Committee . . . . . Comm. Mjellem

No Report.

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Women and Economics Committee . Comm. Black, Marin, Martin

. Update of September 12, 1991 Meeting

VI. PUBLIC COMMENT

VII. ANNOUNCEMENTS

VIII. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, California 94102

Thursday, October 24, 1991
4:00 P.M.

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. September 26, 1991

IV. NEW BUSINESS

. Regional Strategy on Sexual Harassment . Comm. Martin

ACTION: Approve Commission on the Status of Women's participation in a regional strategy on sexual harassment.

. Health Committee Report . . . . . Comm. Sumchai

ACTION: Consider the status of Health Committee

. "Take Back The Night" . . . . . Rosario Navarrette

ACTION: Consider support of "Take Back The Night".

. Report of Health Commission -
October 15, 1991 . . . . . Sharon Johnson

. National Campaign to Abolish
Involuntary Poverty . . . . . Sharon Johnson

ACTION: Consider sponsoring National Campaign to Abolish Involuntary Poverty

V. OLD BUSINESS

Updates: . Domestic Violence Awareness Month
. Charan Investigation
. Liz Claiborne/YCORE

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VI. COMMITTEE REPORTS

Administrative/Education/
Public Relations Committee . . . . . Comm. Herrera

No Report

Domestic Violence Committee . . . . . Comm. Ito

No Report

Health Committee . . . . . Comm. Sumchai

No Report

Rules and Legislation Committee . . . . . Comm. Mjellem

No Report

Women and Economics Committee . . Comm. Black, Martin, Marin

No Report

VII. PUBLIC COMMENT

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Special Meeting of the Commission
On The Status Of Women
1170 Market Street, Sixth Floor
San Francisco, California 94102

Wednesday, October 30, 1991
5:30 P.M.

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A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

. Regional and Local Strategy on Sexual Harassment

ACTION: Approve Commission on the Status of Women's organizational plan for a regional and local strategy on sexual harassment.

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
NOVEMBER 16, 1991
9:00 A.M. - 1:00 P.M.
68 Fifth Avenue
San Francisco, California

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A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. PLANNING SESSION (9:30 AM - 11:00 PM)

- Evaluate last year's priorities
- Review Desired Outcomes
- Resource Inventory of COSW:
  - What do we have?
  - What do we need?
- Detailed analysis of the work of COSW:
  - Current and proposed services, issues and programs
  - Realistic assessment of available resources.

IV. SET PRIORITIES AND NEXT STEPS FOR TWELVE MONTH PERIOD

V. PUBLIC COMMENT

VI. ADJOURNMENT

Desired Outcomes of Planning Session

- Produce in draft version a one-year work plan which will include quarterly goals and an evaluation process.
- Better understanding of the department's overall resource picture, i.e. what resources (time and money) are needed to undertake various current or proposed services, issues and programs.
- Seek consensus on priorities which we can reasonably hope to accomplish during the next year, given a realistic assessment of our resources. (time and money)

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, California 94102

Thursday, November 21, 1991
4:00 P.M.

A M E N D E D

A G E N D A

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. October 30, 1991 Special Meeting

. September 26, 1991 Regular Meeting

IV. EXECUTIVE DIRECTOR'S REPORT

Updates:

. "Come Into The Sun" Report

. State Legislation

V. NEW BUSINESS

. Legislation sponsored by Supervisor Kevin Shelley: Access to Health Care Facilities

ACTION: Consider support of legislation.

. "Take Back The Night" . . . . . Rosario Navarrette

ACTION: Consider support of "Take Back The Night".

. National Campaign To Abolish Involuntary Poverty . . . . . Sharon Johnson

ACTION: Consider sponsoring National Campaign To Abolish Involuntary Poverty.

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IV. OLD BUSINESS

Updates:

- Sexual Harassment Plan
- Domestic Violence Awareness Month
- Charan Investigation
- Liz Claiborne/YCORE

VII. COMMITTEE REPORTS

Domestic Violence Committee . . . . . Comm. Caryl Ito

- Approval of new members: Darlene Faser, Wenny Kusuma and Rosalind Nalls

ACTION: To approve new members to the Domestic Violence Committee.

Women and Economics Committee . Comm. Black, Marin, Martin

- Update of November 14, 1991 Committee Meeting

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Fifth Floor
San Francisco, California 94102

Thursday, December 19, 1991
4:00 P.M.

A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. November 21, 1991 Regular Meeting

IV. EXECUTIVE DIRECTOR'S REPORT

. COSW Retreat on January 11, 1992

V. STAFF REPORT

. Report on possible relocation to 25 Van Ness Avenue . . . . . Rosario Navarrette

VI. NEW BUSINESS

. Baseline Budget

. Impact of the outcome of the 1991 Mayoral election on the status of women.

ACTION: To consider sending a communication to the newly elected mayor re: women.

. To approve new members, Anna Wong and Beverly Al-Kareem to the Women and Economics Committee.

ACTION: To approve new members, Anna Wong and Beverly Al-Kareem to the Women and Economics Committee.

VII. OLD BUSINESS

. "Take Back The Night"

ACTION: To consider support of "Take Back The Night".

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. Health Committee

ACTION: Calendar with purpose to discuss at January 11, 1992 Retreat.

Update:

. Sexual Harassment Local Plan Presentation to the Board of Supervisors.

VIII. COMMITTEE REPORTS

Administrative/Education/Public Relations Committee . . . . . Comm. Herrera

No Report.

Domestic Violence Committee . . . . . Comm. Ito

San Francisco Domestic Violence Consortium Proposal Discussion re: Budget 1992-93

Women and Economics Committee . Comm. Black, Marin, Martin

No Report.

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
January 11, 1992
9:00 A.M. - 1:00 P.M.
68 Fifth Avenue
San Francisco, California

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A G E N D A

I. **CALL TO ORDER/ROLL CALL**

II. **ADOPTION OF AGENDA**

III. **PLANNING SESSION**

- Evaluate last year's priorities and goals
- Review Desired Outcomes
- Evaluate Committee Structure
- February 4th Sexual Harassment Presentation Follow-Up
- Resource Inventory of COSW:
  - What do we have?
  - What do we need?
- Detailed analysis of the work of COSW:
  - Current and proposed services, issues and programs
  - Realistic assessment of available resources

IV. **SET PRIORITIES AND NEXT STEPS FOR TWELVE MONTH PERIOD**

V. **PUBLIC COMMENT**

VI. **ADJOURNMENT**

Desired Outcomes of Planning Session

- Produce in draft version a one-year work plan which will include quarterly goals and an evaluation process.

- Better understanding of the department's overall resource picture, i.e. what resources (time and money) are needed to undertake various current or proposed services, issues and programs.

- Seek consensus on priorities which we can reasonably hope to accomplish during the next year, given a realistic assessment of our resources. (time and money)

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1/11/92

Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE JANUARY 11, 1992 SPECIAL MEETING (ANNUAL RETREAT)

The Special Meeting of the Commission on the Status of Women was held on January 11, 1992 at 68 - 5th Avenue, San Francisco, California.

MEMBERS PRESENT

Chair Linda Mjellem
Vice-Chair Caryl Ito
Commissioner Shirley Black
Commissioner Carmen Herrera
Commissioner Molly Martin
Commissioner Gwendolyn Westbrook

MEMBER EXCUSED

Commissioner Leni Marin

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STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Commissioner Leni Marin, Chair Linda Mjellem called the meeting to order at 9:20 A.M.

AGENDA

m/c/s (Mjellem) to adopt the agenda with the addition of requesting the executive director to present an overview of Mayor Jordan's budget instructions and to discuss Commission on the Status of Women's strengths to remain an independent structure.

Commissioner Mjellem turned the meeting over to Rita Boyle who facilitated the meeting. Ms. Boyle began by outlining the Commission's Desired Outcomes for the special meeting.

DESIRED OUTCOMES

- Opportunity to discuss our department's accomplishments and challenges.
- Understanding of our department's resource picture for upcoming fiscal year.
- Seek consensus on priorities we can reasonably expect to accomplish during the next 18 months.

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. **Seek consensus on organizational structure to accomplish those priorities.**

Following the reiteration of the Desired Outcomes, Ms. Boyle moved forward with the discussion on the commission's budget concerns.

Through his budget instructions of January 9, 1992, Mayor Jordan is requesting 10% reduction in general funds dollars from all city departments. Prior to approving the Commission's baseline budget, Commissioners need information from staff on how to generate more revenue: 1) fee for service; 2) outside funding; 3) directing staff. It was stated that it is important to build political support and present the work Commission on the Status of Women accomplished with an emphasis on the collaboration model. (Charan Investigation)

WHERE WE ARE NOW

Administrative/Education/Public Relations Committee

(+) Women's History Month during month of March

Booklet: Within Your Reach - How To Get That Appointment

(-) Outreach: Meeting in Mission District was OK.
Meeting in OMI District was a minus.

Other ideas for meetings at other locations

1. Needs differ by neighborhood
2. Presentation to established organizations
3. Takes upfront time

(+) Support other efforts within Commission on the Status of Women.

Change: New mayoral staffing pattern with emphasis in neighborhood. Commission could collaborate with Mayor's staff.

Domestic Violence

Charan Investigation:

Improve response to investigation (+)

- Community leadership
- Communication with department heads
- Support from administration

Transition challenge - keep moving
Superb example of collaboration (Charan Investigation)

Subpoena Power - insularity from public scrutiny. Question raised if there is a difference between courts and departments.

Subpoena power raised expectations given dwindling resources. Political power for pressure exerting in right place.

- Lots of effort to change attitude
- Resistance by department heads

1992-93 Funding Cycle

(+) 3 year funding cycle/hold harmless
(+) strong relation with consortium

Women and Economics Committee

Women in Civil Service - 1. Create opportunity/upward mobility
(+) committee; didn't get far with civil service

2. Prevent discrimination

(+) Mission Bay work: agreement with Catellus (+)
Monitor implementation
(+) Work of Judith

(+) Model program in Department of Public Works:

Learned:
- Department head support is needed.
- Power of perception
- Tell, don't ask
- Collaborate

(+) Hearings: participation by departments

Opportunity:

Civil Service Reform

(+) Women Department and Managers heads: quarterly meetings

(-) Limits of Commission on the Status of Women's mandate

Sexual Harassment:

Consortium approach

- Coordinate direct service
- 12 city discrimination cases
  Department of Public Health: Can Commission on the Status of Women collaborate with services they provide for counseling and EPA program?

Rules and Legislation Committee

- Overwhelming task with resources unavailable to respond.
- Focus on local level and rely on other resources.

Health Committee

- Provided platform in which the Women's Health Policy is now affiliated with the Department of Public Health.

Following committee updates, Ms. Boyle suggested that the plus and minus of Commission on the Status of Women be outlined.

(+)	(-)
. Team - staff hardest working, smart, dedicated/trust	. Prestige/status
. Commission role in Team	. Recognition with male officials
. Visible Office	. Uncertainty of appointments
. Connection - building	. Public attendance at meetings
. Commitment to women's issues	. Constituency building
. Respect/sisterhood	. Meeting times/locations
. Differences acknowledged/tolerant	. Friends Committee
. Women and Girls in Criminal Justice	

Upon completion of the outline, further discussion continued on how to approach the new administration indicating commissioners individual desire to stay on the commission. It was decided to write one letter to Mayor Jordan signed by all commissioners. Chair Mjellem and the executive director will draft. Letters on behalf of individual commissioners of support from communities was suggested.

PRIORITIES

Friends Committee

Priority	Task	Persons Responsible	Timeline
. Build financial support for work of commission through organized effort	. Clarify status of 501(c)3	Linda Molly Carmen	
	. Identify leader to take on as project		
	. Develop strategy for ongoing membership organization		

** It was stressed to remember the importance of including young women as committee's outline priorities.

Administrative/Education/Public Relations Committee

Priority	Tasks	Timeline
. Focus on girls as well as women		
. Women's History Month		March,1992
. Women of Color Month		March,1992
. Outreach		
	. Work with existing neighborhood organizations	Ongoing
	. Work with schools and senior organizations	Ongoing
. Coordination with other committees	. Provide support on media, etc.	

. Building membership/ constituency/committee building	. Committee development as needed
. Print more booklets - Within Your Reach	. Look at printing priorities
. Name change	

Domestic Violence Committee

Priority	Task	Timeline
. Improve systems response	. Continue Charan task force	
	. Coordinate/Liaison with Liz Claiborne Corp. effort $5,000 to consortium	
	. Homeless, immigrant, refugee, children	
	. Emergency shelter including substance abuse	
. Increase awareness of issues and problems	. October as Domestic Violence Month	
	. Liaison with Liz Claiborne Media Campaign	
	. Shelters - homeless money	
. Analysis/impact services and programs	. Continue coordination with existing resources, state and local	
	. Relationship with Pelosi's office	
	. Marriage license fee increase	

Women and Economics Committee (Women in the Workplace)

Priority	Task	Timeline
. Create opportunities for upward mobility	. Civil Service procedures	
	. Educational campaign for women workers	
	. Workplace group development	
	. Inventory existing civil service programs	
. Prevent discrimination:	. Sexual Harassment hearings	
. Sexual Harassment		
. FOCUS	. Additional staffing	
	. Clarify consortium approach	
	. Assess helpline in relation to resources	
	. Funding model to be replicated	

Rules and Legislation Committee

. Will move to disband at January, 1992 regular meeting.

Health Committee

. Will move to disband at January, 1992 regular meeting.

NEXT STEPS (address following concerns)

. Fiscal Strategy

. 10% Cut (i.d.)

- Joint Letter to Mayor re: Commissioners
- Organizational consolidations
    - Legislative mandate
    - Fiscal rationale
    - Record speaks for itself

Commissioners will be prepared to identify timelines for committee priorities at January regular meeting and to vote to adopt priorities and disband the Rules and Legislation and Health Committees.

Being there was no further business, the meeting was adjourned at 12:50 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, California 94102

Thursday, January 23, 1992
4:00 P.M.

A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- December 19, 1991 Regular Meeting
- January 11, 1992 Special Meeting

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IV. NEW BUSINESS

- Adopt priorities and timelines of Standing Committees
  - Women and Economics Committee
    - Change of committee name

ACTION: To approve priorities and timelines and change of name of the Women and Economics Committee to Women In the Workplace

  - Administrative/Education/ Public Relations Committee
    - Change of committee name

ACTION: To approve priorities and timelines and change of name of Administrative/Education/Public Relations Committee to Outreach Committee

  - Health Committee

ACTION: To approve the disbandment of the Health Committee

  - Rules and Legislation Committee

ACTION: To approve the disbandment of the Rules and Legislation Committee

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. Domestic Violence Committee

ACTION: To review amendments and approve priorities and timelines.

. 1992 Calvalcade of Women

ACTION: Select a woman to be honored.

. Girls Leadership Project

ACTION: Consider supporting this program.

. Domestic Violence Experts Panel report and recommendations on proposals submitted to COSW for General Fund and Domestic Violence Program Fund

V. OLD BUSINESS

. Update: Sexual Harassment Hearing on February 4, 1992

. 1992-93 Baseline Budget Discussion

VI. COMMITTEE REPORTS

Administrative/Education/ Public Relations Committee . . . . . Comm. Herrera

No report.

Domestic Violence Committee . . . . . Comm. Ito

. Report on January 13, 1992 Committee meeting

. . Nomination of new member to Domestic Violence Committee Angela Carmona, representative of CIRRS - Immigrant Women's Task Force

ACTION: To approve new member, Angela Carmona to the Domestic Violence Committee.

Women and Economics Committee . . Comm. Black, Marin, Martin

No Report

VII. PUBLIC COMMENT

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE JANUARY 23, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on January 23, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

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MEMBERS PRESENT

Chair Linda Mjellem
Vice-Chair Caryl Ito
Commissioner Shirley Black
Commissioner Carmen Herrera
Commissioner Leni Marin
Commissioner Molly Martin
Commissioner Gwendolyn Westbrook

STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Noting a quorum of the commission was present, Chair Linda Mjellem called the meeting to order at 4:10 P.M.

AGENDA

m/c/s (Marin) to adopt the agenda with the change of postponing the item under New Business, 1992 Cavalcade of Women to the Special Meeting on February 18, 1992.

MINUTES

December 19, 1991 Regular Meeting

m/c/s (Herrera) to adopt the minutes of December 19, 1991 with the following changes:

- Under PUBLIC COMMENT, second paragraph, the addition of Commissioner Carmen Herrera as a girl's advocate.

- Under NEW BUSINESS, second item - Impact of Outcome of the 1991 Mayoral Election on the Status of Women, first paragraph be changed to read:

  The commissioners all expressed concern about the impact of a new incoming administration on our

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composition and work. We will continue to operate on a business as usual basis.

January 11, 1992 Special Meeting

m/c/s (Mjellem) to adopt the minutes of the January 11, 1992 Special meeting with the following correction:

- Under Priorities for the Friends Committee, the Persons responsible column, Linda Mjellem should be the only member listed.

NEW BUSINESS

Adopt priorities and timelines of Standing Committees

Women and Economics Committee

Change of Committee Name

m/c/s (Martin) move to adopt the change of name of the Women and Economics Committee to Women in the Workplace.

m/c/s (Martin) move to approve priorities of the Women In The Workplace Committee as identified at January 11, 1992 Special Meeting.

Reporting of the timelines of the Women In The Workplace Committee will be heard at the next regular commission meeting.

Administrative/Education/Public Relations Committee

Change of Committee Name

m/c/s (Herrera) to change the name of the Administrative/Education/Public Relations Committee to Outreach Committee.

Health Committee

Following a brief discussion and based on the discussion of the January 11, 1992 Special Meeting, the following motion was made:

m/c/s (Mjellem) move to disband the Health Committee.

It was noted that the relationship of the Women's Health Committee of the Department of Public Health with the Commission on the Status of Women will be discussed at the next regular commission meeting.

Rules and Legislation Committee

Following a brief discussion and based on the discussion of the January 11, 1992 Special Meeting, the following motion was made:

m/c/s (Mjellem) move to disband the Rules and Legislation Committee.

Domestic Violence Committee

Commissioner Caryl Ito added the following changes to the priorities of the January 11, 1992 Retreat Outline.

- To increase awareness of issues and problems - add to: shelters - homeless money for women and children.

  Analysis/Impact of legislation and add:

  - support efforts to explore increased funding from private, corporate and governmental sources.

Commissioner Caryl Ito reported that there will be no definite timelines but quarterly reviews.

m/c/s (Ito) move to adopt the priorities and the quarterly review of the Domestic Violence Committee.

1992 Calvacade of Women

Commissioner Herrera requested the commissioners bring names of nominees for the 1992 Calvacade of Women Award to the next special commission meeting on February 18, 1992. She recommended preferably a woman from San Francisco who had a history of working on women's issues.

Girl's Leadership Project

Chair Linda Mjellem reviewed the letter from Marya Grambs regarding the Girl's Leadership Project.

m/c/s (Martin) move to endorse the Girl's Leadership Project.

m/c/s (Martin) nominated Commissioner Gwendolyn Westbrook to be the representative from the Commission on the Status of Women to the Girl's Leadership Project.

m/c/s (Black) move to support the Girl's Leadership Project in their efforts to impact the level of service to girls.

Domestic Violence Experts Panel report and recommendations on proposal submitted to Commission on the Status of Women for General Fund and Domestic Violence Program Fund

Commissioner Mjellem stated that there would be no action taken on this issue at this meeting but it would be discussed at the special meeting of the commission on February 18, 1992 at 4:00 P.M.

Commissioner Caryl Ito introduced Beckie Masaki who represented the Domestic Violence Consortium. The ten agencies of the Domestic Violence Consortium were represented by the following people:

1. Asian Women's Shelter: Mimi Kim

2. CUAV - Community United Against Violence - Elaine Beal

3. Cooperative Restraining Order Clinic - Karen Elcaness

4. SFNLAF - San Francisco Neighborhood Legal Assistance Foundation, Domestic Violence Unit - Deeana Jang

5. Family Violence Prevention Fund - Sue Martin

6. La Casa de las Madres - Mary Daddio

7. Nihonmachi Legal Outreach/Cameron House - Dean Ito Taylor

8. Rosalie House & Brennan House - Wenny Kusuma

9. Volunteer Legal Services Program of the SF Bar Association - Tanya Neiman

10. WOMAN, Inc. - Carol Newkirk

On behalf of the Domestic Violence Consortium, Beckie Masaki, Sue Martin and Carol Newkirk presented an overview of the proposal.

Some of the highlights in the proposal were as follows:

- It's cost effective for the city to fund the domestic violence agencies. Total savings to San Francisco by utilizing Domestic Violence Consortium programs over non-domestic violence service alternatives is $6.4 million/year.

This package of coordinated service represents San Francisco's best course of action in

1. meeting the emergency public safety needs of battered women and children, and

2. preventing further costs to the city in lives as well as dollars.

The combined total of the above program requests the COSW for the General Fund is a $560,000 increase over the FY '90-'91 allocation. Combining the General Fund and Marriage License Fee monies, the total allocation will be $1,044,454. The combined total costs for the domestic violence services provided to the city by these programs total $4,219,438.

Beckie Masaki presented a hypothetical case example of a battered woman seeking help and how the domestic violence consortium would help her with all of their resources. By working together as a team, the consortium is very effective in an emergency or as a long-term solution.

Commissioner Caryl Ito thanked the consortium for the thorough presentation and opened the floor for questions from the commissioners.

On behalf of the Experts Panel, Rosario Navarrette explained the funding recommendations for the domestic violence programs for FY 92-93.

OLD BUSINESS

1992-93 Baseline Budget Discussion

Sharon Johnson presented a report of Baseline Budget figures for the next fiscal year with a 10% cut.

In the discussion on the Baseline Budget, Commissioner Mjellem asked if staff had pursued charging for services. Commissioner Gwendolyn Westbrook stated that work order revenues was another avenue for more funds and suggested staff research this possibility.

Update: Sexual Harassment Hearing on February 4, 1992

Judith Klain walked through changes of the Sexual Harassment Report and the agenda for the February 4th Sexual Harassment Hearing.

The commissioners all stated what a great job Judith was doing.

m/c/s (Martin) move to accept Sexual Harassment Report with changes.

Judith Klain also informed the Commission that Barbra Silver is doing great work with the media-press releases for the hearing.

COMMITTEE REPORTS

Domestic Violence

Nomination of new member to Domestic Violence Committee Angela Carmona, representative of CIRRS - Immigrant Women's Task Force.

m/c/s (Herrera) to approve Angela Carmona to be a member of the Domestic Violence Committee.

PUBLIC COMMENT

None

ANNOUNCEMENTS

Chair Linda Mjellem suggested that commissioner assignments to committees be included on our next regular commission meeting agenda on February 27, 1992.

Commissioner Herrera made a suggestion for all commissioners to bring five women with them to the February 4th Sexual Harassment Hearing.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:45 P.M.

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Commission on the Status of Women
City and County of San Francisco

Special Meeting of the Commission — Thursday, February 18, 1992
1170 Market Street, Sixth Floor — 4:00 P.M.
San Francisco, California 94102

A G E N D A

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. OLD BUSINESS

. Baseline Budget FY 1992-93

ACTION: Adopt COSW's FY 1992-93 Baseline Budget

. Cavalcade of Women, 1992

ACTION: To identify a woman to be honored.

IV. NEW BUSINESS

. Women's History Month . . . . . Comm. Herrera

. International Women's Day Committee

ACTION: Sponsor the Annual Luncheon on March 6, 1992

. International Women's Day Committee, 1992

ACTION: Sponsor March 7, 1992 Demonstration

V. PUBLIC COMMENT

VI. ANNOUNCEMENTS

V. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE FEBRUARY 18, 1992 SPECIAL MEETING

The Special Meeting of the Commission on the Status of Women was held on February 18, 1992 in the Sixth Floor Conference Room at 1170 Market Street, San Francisco, California.

MEMBERS PRESENT	MEMBER EXCUSED
Chair Linda Mjellem	Commissioner Carmen Herrera
Vice-Chair Caryl Ito	
Commissioner Shirley Black	
Commissioner Leni Marin	
Commissioner Molly Martin	
Commissioner Gwendolyn Westbrook	

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STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Chair Linda Mjellem called the meeting to order at 4:10 P.M. noting a quorum of the commission was present with the exception of Commissioner Herrera and Marin.

(NOTE: Commissioner Leni Marin arrived at 4:12 P.M.)

AGENDA

m/c/s (Ito) to adopt the agenda.

OLD BUSINESS

Baseline Budget FY 1992-93

Sharon Johnson presented a report of the Baseline Budget FY 1992-93 with the following information.

- Breakdown of COSW FY 1991-92 Budget
- Options for 10% Cutback to include:
  - A combination of domestic violence and administrative cutbacks
  - Administrative General Fund Cutbacks
  - Domestic Violence only cutbacks

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Ms. Johnson explained that the Sexual Harassment package of $120,091 is for fiscal year 91-92. This amount must be reflected in the FY 1992-93 budget.

Motion (Martin) move to deduct the 10% cut of the FY 1992-93 Budget from staff's salaries.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Ito, Martin, Mjellem, Westbrook Abstain: Marin Absent: Herrera

Commissioner Gwendolyn Westbrook rescinded her vote.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Ito, Martin, Mjellem Nay: Westbrook Abstain: Marin Absent: Herrera

Due to conflict of interest, Commissioner Marin abstained from budget vote.

Chair Linda Mjellem commended the staff for the admirable gesture of offering a cutback in their salaries to arrive at the 10% mandated budget cut.

Following a discussion on presenting a high-end budget to assist Commission on the Status of Women in the upward pressure of sexual harassment and domestic violence, a motion was made.

(Martin) to move to recommend $1,309,381.00 as the high-end figure in the FY 1992-93 budget.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Ito, Martin, Mjellem, Westbrook Abstain: Marin Absent: Herrera

Sue Martin and Beckie Masaki of the Domestic Violence Consortium thanked the commission for the vote. Ms. Martin stressed that Commission on the Status of Women list domestic violence priorities first on the transmittal letter to the Mayor. She noted that domestic violence does not have the public's attention as sexual harassment.

Chair Linda Mjellem and Sharon Johnson stated that sexual harassment and domestic violence were both important issues for the Commission on the Status of Women.

Commissioner Leni Marin presented an article on domestic violence that appeared in the New York Times entitled "When Men Hit Women".

Commissioner Molly Martin suggested that the Commission discuss domestic violence support strategies with members of the Board of Supervisors at its February 27, 1992 commission calendar.

Upon returning from the Board of Supervisor's meeting, Judith Klain informed the commission that the vote on the sexual harassment appropriations resolution passed the Board of Supervisors.

Sharon Johnson suggested planning meetings with representatives from the Domestic Violence Consortium, Rosario Navarrette, Commissioner Caryl Ito and herself be set prior to the February 27, 1992 Regular commission meeting.

Cavalcade of Women, 1992

Sharon Johnson presented the names of three nominees for the Cavalcade of Women, 1992: Eva Patterson, Ruth Brinker and Sara Siegal. Further discussion will be postponed until the next regular commission meeting.

m/c/s (Marin) move to postpone vote on Cavalcade of Women until the February 27, 1992 commission meeting.

NEW BUSINESS

Women's History Month

Sharon Johnson stated that Commissioner Herrera will seek a proclamation for Women's History Month. Further discussion on this issue was postponed until the regular commission meeting.

International Women's Day Committee

m/c/s (Martin) move to sponsor the International Women's Day Committee Annual Luncheon on March 6, 1992.

International Women's Day Committee 1992

m/c/s (Martin) move to endorse the March 7, 1992 Demonstration for the International Women's Day Committee, 1992.

PUBLIC COMMENT

Commissioner Leni Marin advised the commission that under the new Brown Act amendments, public comment is heard after each item.

Chair Linda Mjellem recommended this subject be added on to the next commission meeting agenda.

ANNOUNCEMENTS

Shirley Black's invitation to her 50th Wedding Anniversary was announced.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:30 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission **Thursday, February 27, 1992**
1170 Market Street, Sixth Floor **4:00 P.M.**
San Francisco, California 94102

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. January 23, 1992 Regular Meeting Minutes

IV. NEW BUSINESS

. Liaisons of Commissioners
Public Comment

ACTION: To consider what other liaisons COSW can develop and who will serve on those boards or task forces.

. BANELA's campaign for commemorative plaque for Juana Briones

ACTION: To support BANELA's campaign for commemorative plaque for Juana Briones

Public Comment

. Income Rights Project
Public Comment

ACTION: To support their efforts to stop Wilson Budget Cuts to AFDC Welfare Plan.

. UPDATE:

Sexual Harassment Hearings Update
Public Comment

. San Francisco Domestic Violence Consortium
Public Comment

ACTION: To consider actions on behalf of funding proposal.

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. Brown Act
Public Comment

ACTION: Review amendments.

. Women in Action Lobby Day
Public Comment

ACTION: Support Women in Action Lobby Day

. Extension of MBE/WBE's to Subcontractors
Public Comment

V. OLD BUSINESS

. Committee Timelines

. Women in the Workplace Committee
Public Comment

ACTION: To adopt Committee Timelines for the Women in the Workplace Committee.

. Outreach Committee
Public Comment

ACTION: To adopt the Committee Timelines of the Outreach Committee.

. Cavalcade of Women, 1992
Public Comment

ACTION: To name an honoree for Cavalcade of Women

VI. COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera

. Report
Public Comment

Domestic Violence Committee . . . . . Comm. Ito

No Report

Women in the Workplace Committee . . . . . Comm. Black, Marin, Martin

No Report

VII. PUBLIC COMMENT

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE FEBRUARY 27, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on February 27, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

Vice Chair Caryl Ito
Commissioner Shirley Black
Commissioner Carmen Herrera
Commissioner Leni Marin
Commissioner Molly Martin
Commissioner Gwendolyn Westbrook

MEMBER EXCUSED

Chair Linda Mjellem

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STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Chair Linda Mjellem and Commissioner Carmen Herrera, Vice Chair Caryl Ito called the meeting to order at 4:04 P.M.

AGENDA

m/c/s (Black) to adopt the agenda with the change of adding Commissioner Gwendolyn Westbrook's name to the Women in the Workplace Committee under Committee Reports.

MINUTES

January 23, 1992 Regular Meeting Minutes

m/c/s (Martin) move to adopt the minutes of January 23, 1992.

NEW BUSINESS

Liaisons of Commissioners

Sharon Johnson received a letter from Dr. Raymond Baxter, the Director of Public Health seeking a representative to the new Women's Health Committee Advisory Committee to the Department of Public Health. This committee is to ensure women's health concerns will be incorporated into the city's health care agenda.

(NOTE: Commissioner Herrera arrived at 4:07 P.M.)

Commissioner Molly Martin suggested that other potential liaisons could be discussed at the committee level.

Motion (Marin) move to have Commissioner Shirley Black be the liaison to the Women's Health Advisory Committee to the Department of Public Health.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Herrera, Ito, Marin, Martin, Westbrook Absent: Mjellem

BANELA's campaign for commemorative plaque for Juana Briones

Commissioner Carmen Herrera, who is a member of BANELA (Bay Area Network of Latinas) stated that this organization is requesting the commission's support for a commemorative plaque in Washington Square Park in honor of Juana Briones. She suggested the commission write a letter of recommendation to the Recreation and Parks Department.

Motion (Martin) to support BANELA's effort to place a commemorative plaque for Juana Briones at Washington Square Park.

Public Comment: A member of the audience asked for information on Juana Briones. Commissioner Carmen Herrera gave her history.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Herrera, Ito, Marin, Martin, Westbrook Absent: Mjellem

Income Rights Project

Sharon Aurora, spokesperson for the Income Rights Project submitted a resolution for approval. It recommended the Commission on the Status of Women oppose:

- reducing AFDC grants
- limiting access to AFDC to recent arrivals in state
- cutting special needs pregnancy allowance
- freezing AFDC at current family size
- proposals in Governor Wilson's budget and ballot initiative which would adversely affect women and children

They request copies of the resolution be sent to other COSWs throughout the state of California and encourage women's groups to join in opposing Governor Wilson's budget cuts and ballot initiative of AFDC recipients.

Motion (Martin) move to support the resolution submitted by the Income Rights Project and to send copies of resolution to other COSWs in California.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Herrera, Ito, Marin, Martin, Westbrook Absent: Mjellem

Sexual Harassment Hearings Update

Judith Klain informed the commission that the Mayor has until February 28, 1992 to sign the sexual harassment resolutions. Supervisor Roberta Achtenberg is monitoring the status with the Mayor's office.

San Francisco Domestic Violence Consortium

Rosario Navarrette informed commissioners that COSW will be receiving SB855 money. The 25 million dollars became available to the Department of Public Health. Of the SB855 Aids money, $300,000 has been targeted for shelters for battered women. The Department of Public Health will be transferring those on-going funds to COSW. These funds are additional monies for domestic violence shelters.

Brown Act

Commissioner Leni Marin had requested a review of the Brown Act amendments at a previous meeting. Commissioner Ito identified two changes:

. Public Comment following each agenda item.
. Procedures for disruption during a meeting.

Women in Action Lobby Day

Motion (Marin) move to support Women in Action Lobby Day.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Herrera, Ito, Marin, Martin, Westbrook Absent: Mjellem

Extension of MBE/WBE's to Subcontractors

Motion (Martin) move to support proposed amendments to Chapter 12D: Instituting a MBE/WBE Subcontracting Program for Construction Contracts.

Commissioner Martin withdrew her motion.

Judith Klain stated that Jacquie Hale of the Human Rights Commission would be attending the next commission meeting to report on MBE/WBE issues.

OLD BUSINESS

Committee Timelines:

Women in the Workplace Committee

(Subject was postponed until the next commission meeting.)

Outreach Committee

Commissioner Herrera stated that the Outreach Committee would be meeting quarterly. She will present definite timelines at the next commission meeting. Commissioner Marin expressed an interest to participate in the Outreach Committee.

Cavalcade of Women, 1992

A list of nominees was submitted by Commissioner Herrera for the Cavalcade of Women honoree and also for the Woman of History candidate for the City and County of San Francisco. The three nominees included:

- Ruth Brinker - Founder of Project Open Hand
- Eva Jefferson Paterson, Attorney, ACLU, Civil Rights Activist
- Sylvia Siegle - Founder of Turn, Toward Utility Rate Normalization, Worked for American Cancer Society

Others under consideration were: Carmen Lomas Garza, Helen Fama and Dr. Barbara Karvelis.

Following a discussion of the nominee's qualification, the following motion was made.

Motion (Martin) move to nominate Eva Jefferson Paterson as the honoree for the Cavalcade of Women, 1992.

ROLL CALL VOTE WAS TAKEN: Ayes: Black, Herrera, Ito, Marin, Martin, Westbrook Absent: Mjellem

COMMITTEE REPORTS

Outreach Committee

The Outreach Plan for the committee will be discussed at the next regular commission meeting.

PUBLIC COMMENT

Ms. Lurilla Harris brought a poster of UCSF's Women's Resource Center and Women's Events Committee presenting Women's History Month Calendar of Events for March. She also stated that the New York International War Crime Tribunal will show a video on March 22, 1992.

ANNOUNCEMENTS

- The Sexual Harassment Consortium of the Contra Costa County Women's Advisory Committee met with Commissioners Shirley Black and Molly Martin. Two bills, AB2264 and AB2265 on sexual harassment was brought up for discussion. They are also developing a sexual harassment video.

- Judith Klain explained that the Women in the Workplace Committee would be discussing the two bills at their next meeting and a representative from Assemblywoman Jackie Speier's office is expected to attend.

- A request was made by Sharon Johnson for the commissioners to review the letter on Democracy in South Africa Tour of Mercia Andrews on March 18-20, 1992 and affirm their individual support.

- Shirley Black offerred seats at the Local 790 table for the International Women's Day Committee Luncheon.

- SF NOW's Aurora Garcia will be using COSW's display space at City Hall for their exhibit in March. She volunteered to help COSW on their exhibit next year.

- Lurilla Harris questioned why the COSW's Health Committee was disbanded. Commissioner Caryl Ito and Commissioner Carmen Herrera informed her of the newly established Women's Health Advisory Board within the Department of Public Health. Commission on the Status of Women will be affiliated with this new body.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:20 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission — Thursday, March 26, 1992
1170 Market Street, Sixth Floor — 4:00 P.M.
San Francisco, California 94102

A G E N D A

* PLEASE NOTE: PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- February 18, 1992 Special Meeting Minutes
- February 27, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

- City Budget FY 92-93
- Intergenerational Housing Program

V. STAFF REPORT

- COSW relocation to 25 Van Ness Avenue
- Charan Investigation Update
- Sexual Harassment Hearing Update

VI. NEW BUSINESS

- Legislation

  - (Speier) AB2264
  ACTION: To consider support of AB2264.

  - (Speier) AB2764
  ACTION: To consider support of AB2764.

  - (Presley) SB5
  - (Bergeson) SB1343
  - (Speier) AB2401
  ACTION: To consider support of SB5, SB1343 and AB2401.

  - (Isenberg) AB3011
  ACTION: To consider opposing unless exemption is made for domestic violence cases.

  - (Kopp) SB1538
  - (Burton) AB3476
  ACTION: To consider opposing unless exemption is made to non-profits serving public on sensitive matters.

- State Budget FY 92-93

ACTION: To consider writing letter in opposition to fiscal cutbacks in child abduction domestic violence diversion and police response.

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. Come Into The Sun (CITS) May 1991 Conference Report

ACTION: To consider supporting report.

. CITS Second Annual Conference, May 1992

ACTION: To consider supporting May 1992 Conference.

. Board of Education

ACTION: To consider notifying members of the Board of Education at COSW's disappointment in not allowing a member of COSW to speak regarding Women's History Month at a recent Board of Education meeting.

. MBE/WBE Update

. Jacquie Hale of the Human Rights Commission

VII. OLD BUSINESS

. Outreach Committee Timeline and Outreach Plan

VIII. COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera, Marin

. Approval of new committee member, Phyllis Schneider
ACTION: To approve committee member, Phyllis Schneider to the Outreach Committee.

. Update on Women's History Month/Cavalcade of Women,1992

Domestic Violence Committee . . . . . Comm. Ito

No report.

Women in the Workplace Committee . . Comm. Martin, Westbrook

. Approval of new committee members: Sheila Mullen and Dawn Walker.
ACTION: To approve Sheila Mullen and Dawn Walker as members to the Women in the Workplace Committee.

. (Hayden) AB644 VDT Legislation
ACTION: To support AB644

. (Speier) AB2265
ACTION: To consider support of AB2265.

. VDT Advisory Committee/VDT Ordinance
ACTION: To send a letter to the Board of Supervisors to retain VDT Advisory Committee.

IX. LIAISON REPORTS
. Friends Committee
. Girl's Leadership Project
. Women's Health Advisory Committee
. Regional Sexual Harassment Committee
ACTION: To formalize the liaison of commissioners from the Commission on the Status of Women to the Regional Sexual Harassment Committee.

X. PUBLIC COMMENT
XI. ANNOUNCEMENTS
XII. ADJOURNMENT

SF
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3/26/92

Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE MARCH 26, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on March 26, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

MEMBERS PRESENT	MEMBERS EXCUSED
Chair Linda Mjellem	Commissioner Leni Marin
Vice-Chair Caryl Ito	Commissioner Gwendolyn Westbrook
Commissioner Shirley Black	
Commissioner Carmen Herrera	
Commissioner Molly Martin	

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STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Commissioner Marin, Martin and Westbrook, Chair Linda Mjellem called the meeting to order at 4:10 P.M.

AGENDA

m/c/s (Black) adopted the agenda.

MINUTES

February 18, 1992 Special Meeting Minutes

m/c/s (Ito) move to adopt the minutes of February 18, 1992 Special Meeting Minutes.

NOTE: Commissioner Molly Martin arrived at 4:11 P.M.

February 27, 1992 Regular Meeting Minutes

m/c/s (Black) move to adopt the minutes of February 27, 1992 Regular Meeting Minutes with the following change.

On Page Two, Paragraph Four, the corrected sentence should read: Commissioner Carmen Herrera, who is a member of BANELA (Bay Area Network of Latinas) stated that BANELA asked her to ask the commission for support for a commemorative plaque in Washington Square Park in honor of Juana Briones.

EXECUTIVE DIRECTOR'S REPORT

City Budget FY 92-93

Sharon Johnson reported that Jean Mariani would be the commission's new budget analyst.

Intergenerational Housing Program

The search to purchase a house for women in transition is continuing and updated reports will be forthcoming.

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STAFF REPORT

COSW Relocation to 25 Van Ness

Rosario Navarrette informed the commissioners that the floor plans for the COSW office at 25 Van Ness have been finalized. Targeted moving date is August of this year. The space looks very good with natural lighting and room for growth.

Charan Investigation Update

Ms. Navarrette reported that a meeting was held with four city department representatives involved with the Charan Investigation. The departments, Police, District Attorney, Adult Probation and Family Court Services discussed next steps.

Chair Linda Mjellem requested the departments be invited to present an update at a commission meeting. Ms. Navarrette suggested October as a possible date as it is Domestic Violence Awareness Month.

Sexual Harassment Hearing Update

Judith Klain reported that a letter was received from Mayor Frank Jordan regarding the Sexual Harassment appropriations.

The Mayor approved Resolution 264-91-2.1 to amend COSW ordinance; requiring all city departments to send monthly reports to COSW on the number and status of employment discrimination complaints filed by women.

The Mayor did not sign the two requests for supplemental appropriations; for an additional staff at COSW and contracting out support services through non-profit organizations including a multi-lingual helpline, coordination of pro-bono services and outreach and education.

NEW BUSINESS

Legislation

(Speier) AB2264

AB2264 would require an employer to post sexual harassment policy in a prominent area in the workplace. It also requires an employer with 15 or more employees to conduct education and training on sexual harassment for all employees within a specified time.

m/c/s (Martin) move to support AB2264 (Speier).

AB2764 (Speier)

AB2764 requires the Legislature and every local public entity to identify monies for employment discrimination and harassment claims.

m/c/s (Martin) move to support AB2764 and write a letter of support to Hellan Dowden in Sacramento.

SB5 (Presley)

SB5 would increase the marriage license fees by $5.00. The Governor wants to support the increase with some changes in distribution of funds. This increase would help the shelters maintain the level of services provided given the decrease in marriages which has resulted in fewer revenues.

SB1343 (Bergeson)

SB1343 will mandate distribution of a $5.00 marriage license increase. Three of the five dollars would be administered through the county as marriage license fees. The remaining two dollars would be split between rural, under served populations and a mandatory arrest pilot program.

m/c/s (Martin) to support SB5 and SB1343.

AB2401 (Speier)

AB2401 would require the Parole Board be trained on the battered women syndrome. However, the bill does not specify if the Parole Board will receive training on the dynamics of domestic violence in general. The California Alliance Against Domestic Violence is supportive of this bill with the additional training.

m/c/s (Ito) move to support AB2401.

AB3011 (Isenberg)

AB3011 would establish an Alternative Dispute Resolution system in civil, criminal and administrative cases, to encourage or require parties to resolve the issue out of court. The California Alliance Against Domestic Violence and the Commission have in the past stated the inappropriateness of mediating cases where domestic violence is present. This bill puts battered women at high risk and possibly lethal situation, particularly in criminal cases. The California District Attorney's Association is opposing this bill for the same reason.

m/c/s (Martin) to oppose AB3011.

SB1538 (Kopp)
AB3476 (Burton)

Sharon Johnson suggested the commission table these two bills until further information is obtained.

m/c/s (Black) move to table further discussion on AB1538 and AB3476 until further notice.

State Budget 92-93

Rosario Navarrette explained the impact of the 1992-93 Governor's budget cuts. She indicated that the following three programs are targeted, Child Abduction, Domestic Violence Diversion, and the Law Enforcement. A brief description of each program was given. The three programs are state mandated. If the state does not fund these programs, local government will have to pick up the cost to continue to provide these critical services.

The California Alliance Against Domestic Violence is requesting the Commission write a letter opposing the cuts in the law enforcement program. However, it was important the Commission consider the cuts in each of the targeted programs because of the negative impact on women and children and asked that the Commission oppose cuts in all three programs.

m/c/s (Martin) move to oppose FY 1992-93 State Budget cuts and send a letter on behalf of battered women.

Come Into The Sun Conference

The Come Into The Sun (CITS) Coalition Report on findings and recommendations on the Incarceration of Girls and Women will be presented at a press conference. The report was a collaborative and community effort of a very successful conference held last year.

Sharon Johnson introduced Maria Williams, an intern for COSW who is working on the CITS Fall 1992 Conference which will focus on young women.

m/c/s (Herrera) move to support the Come Into The Sun Report and press conference, and the Second Annual CITS Conference in the Fall, 1992.

Board of Education

Commissioner Black requested that the Commission send a letter to the Board of Education on behalf of herself about her disappointment in not being allowed as a COSW member to speak about Women's History Month at a recent Board of Education meeting.

m/c/s (Martin) move that the commission write a letter to the Board of Education regarding not allowing a COSW member to speak at their Board meeting.

MBE/WBE Update

Jacquie Hale of the Human Rights Commission discussed two reports: Progress Report FY 1990-91 and the Sunset Report regarding Minority/Women/Local Business Enterprises. She also informed the commission of upcoming hearings on this topic. Ms. Hale will act as a liaison between the Human Rights Commission and COSW regarding MBE/WBE issues. She asked the commission to contact her if they had any concerns.

Chair Linda Mjellem thanked Ms. Hale for her presentation.

OLD BUSINESS

Outreach Committee Timeline and Outreach Plan

Item postponed.

COMMITTEE REPORTS

Outreach Committee

Approval of new committee member, Phyllis Schneider

Item postponed.

Update on Women's History Month/Cavalcade of Women, 1992

Commissioner Carmen Herrera will attend the ceremony for the Cavalcade of Women, 1992 in Sacramento on March 30, 1992. The San Francisco Mayor's office will also honor Eva Jefferson Paterson for Women's History Month.

Domestic Violence Committee

No Report.

Women in the Workplace Committee

Approval of new committee members: Sheila Mullen and Dawn Walker

Sheila Mullen works for the San Francisco Municipal Railway's Community Affairs department and Dawn Walker is a police dispatcher who spoke at the sexual harassment hearing in February.

m/c/s (Martin) move to approve Sheila Mullen and Dawn Walker to the Women in the Workplace Committee.

AB644 (Hayden) VDT Legislation

The VDT legislation has been overturned thereby leaving state legislation (AB644) as an important bill to support.

m/c/s (Martin) move to support AB644.

AB2265 (Speier)

AB2265 extends the statute of limitations for sexual harassment complaints.

m/c/s (Martin) move to support AB2265.

VDT Advisory Committee/VDT Ordinance

While Judge McCabe's recent court ruling denied the City the power to regulate private sector VDT standards, it left intact the City's ability to regulate health and safety VDT standards for San Francisco city workers.

m/c/s (Black) move to send a letter to the Board of Supervisors to retain the VDT Advisory Committee.

LIAISON REPORTS

Friends Committee

Chair Linda Mjellem reported of upcoming fundraising efforts.

Girl's Leadership Project

No Report

Women's Health Advisory Committee

No Report

Regional Sexual Harassment Committee

Commissioner Molly Martin reported that the committee is working on a video and a poster regarding sexual harassment.

m/c/s (Ito) move that Commissioners Shirley Black and Molly Martin be the liaison for COSW to the Regional Sexual Harassment Committee.

PUBLIC COMMENT

No Report

ANNOUNCEMENTS

The following announcements were made.

- Sharon Johnson introduced Vicky Logan an intern who is working in the COSW office.
- A reminder was given to attend the Pro-Choice March and Rally to be held on Sunday, March 29, 1992.
- Commissioner Shirley Black is retiring from the City and County of San Francisco.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:20 P.M.

3/92

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, California 94102

Thursday, April 23, 1992
4:00 P.M.

A G E N D A

* PLEASE NOTE: PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

II. ADOPTION OF MINUTES

. March 26, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

. Press Conference, April 27, 1992

V. STAFF REPORT

. Relocation to 25 Van Ness Avenue

VI. NEW BUSINESS

Legislation:

. SB1960 (McCorquedale)
. AB3696 (Friedman)
. AB3436 (Friedman)

ACTION: To consider support of three domestic violence bills: SB1960, AB3696 and AB3436.

Departmental Affirmative Action Plan:

ACTION: To consider approval of COSW's affirmative action plan.

Educational Equity:

ACTION: Consider writing letter to U.S. Department of Education urging them to retract the proposed policy guidance on minority scholarship programs.

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VII. COMMITTEE REPORTS

<u>Outreach Committee</u> . . . . . Comm. Herrera, Marin

No report.

<u>Domestic Violence Committee</u> . . . . . Comm. Ito

. Nominees to the Domestic Violence Committee: Sharon Ruth representing the Domestic Violence Consortium and Ken Theisen and Mary Ma Tam as alternates.

ACTION: To consider nominees to be members of the Domestic Violence Committee: Sharon Ruth as a member and Ken Theisen and Mary Ma Tam as alternate members.

<u>Women in the Workplace Committee</u> . Comm. Black, Martin, Westbrook

. Goals and Timelines for Committee

ACTION: To approve the goals and timelines of the Women in the Workplace Committee.

. Nomination of Vanessa Conrad to be a member of the Committee.

ACTION: To approve the nomination of Vanessa Conrad to be a member of the Women in the Workplace Committee.

VIII. LIAISON REPORTS

. Friends Committee
. Girl's Leadership Project
. Women's Health Advisory Committee
. Regional Sexual Harassment Committee

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

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4/23/92

Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE APRIL 23, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on April 23, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

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MEMBERS PRESENT

Chair Linda Mjellem
Vice-Chair Caryl Ito
Commissioner Shirley Black
Commissioner Carmen Herrera
Commissioner Leni Marin
Commissioner Molly Martin
Commissioner Gwendolyn Westbrook

STAFF PRESENT

Sharon Johnson
Judith Klain

Noting a quorum of the commission was present with the exception of Commissioner Ito and Westbrook, Chair Linda Mjellem called the meeting to order at 4:10 P.M.

AGENDA

m/c/s (Marin) adopted the agenda.

(NOTE: Commissioner Caryl Ito arrived at 4:13 P.M.)

m/c/s (Mjellem) move to make one announcement.

Commissioner Leni Marin announced her resignation from the commission effective April 23, 1992 due to personal reasons. She underscored the point that she continues to support COSW's efforts with high regards, thanked other commissioners and will continue to be available.

The Commissioners praised and thanked Leni for her contributions and leadership during the first two years of the COSW.

MINUTES

March 26, 1992 Regular Meeting Minutes

m/c/s (Black) to adopt the Minutes of March 26, 1992 with one correction. On Page 5, under Update on Women's History

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Month/Cavalcade of Women, 1992, second sentence should read "The San Francisco Mayor's Office will prepare a proclamation for Eva Jefferson Paterson for Women's History Month."

(NOTE: Commissioner Gwendolyn Westbrook arrived at 4:25 P.M.)

EXECUTIVE DIRECTOR'S REPORT

Press Conference, April 27, 1992

Press Conference and presentation of the Come Into The Sun Coalition report will be held on the left side of City Hall steps on Monday, April 27, 1992 at noon.

Update on Mayor's Meeting

Members of the San Francisco Domestic Violence Consortium, Commissioner Linda Mjellem, Roselyne Swig and Lynn Sowder of YCORE presented excellent documentation as to the important need to enhance funding for domestic violence services. The presentation described the dollars the city saves through early intervention and taking advantage of the collaborative effort on the part of the member organizations of the San Francisco Domestic Violence Consortium. The Mayor indicated his awareness and sensitivity to the cycle of domestic violence. He said he would take into account the presentation when he meets with his budget staff as they tackle the $148 million dollar deficit.

STAFF REPORT

Relocation to 25 Van Ness Avenue

Judith Klain reported that there was no further update from the Real Estate Department regarding COSW's move to 25 Van Ness. Projected move is expected to be in August of this year.

NEW BUSINESS

Legislation:

Commissioner Ito provided information on the following legislation.

SB1960 (McCorquedale)

SB1960 tightens up language with hospitals and other agencies regarding domestic violence.

AB3696 and AB3436 (Friedman)

AB3696 tightens up treatment program for repeat domestic violence offenders making it easier for a felony conviction. AB3436 defines battered women syndrome and a standardized format to apply for clemency.

ACTION: m/c/s (Martin) move to support SB1960.

ACTION: m/c/s (Black) move to support AB3696.

ACTION: m/c/s (Marin) move to support AB3436.

Chair Linda Mjellem invited Sara Kelley from Lieutenant Governor Leo McCarthy's office to speak on the following bill.

AB3388 (Alpert)

Ms. Kelley informed COSW that AB3388 strengthens the law and enhances penalties for sexual battery. It adds a sexual harassment component if there is an employer/employee relationship. It also is an automatic felony if the person is a minor and if perpetrator has a prior felony conviction.

ACTION: m/c/s (Ito) move to support AB3388.

Departmental Affirmative Action Plan

ACTION: m/c/s (Martin) move to adopt COSW's Affirmative Action Plan with one amendment. State in the last sentence of last paragraph to "reflect the demographic composition of the community".

Educational Equity

ACTION: m/c/s (Martin) to send a letter to U.S. Department of Education urging them to retract the proposed policy guidance on minority scholarship programs.

Nomination of Phyllis Schneider to COSW Outreach Committee

Commissioner Carmen Herrera informed the commission that Phyllis Schneider is active with the Older Women's League.

ACTION: m/c/s (Martin) to approve Phyllis Schneider as a new member of the Outreach Committee.

COMMITTEE REPORTS

Outreach Committee

No Report.

Domestic Violence Committee

Commissioner Caryl Ito reported that the plan for the Charan Investigation includes city departments updating COSW on their implementation at a follow-up meeting on May 20, 1992. The results will be forwarded to the Mayor.

The committee is also working on the October Domestic Violence exhibit coordinating with Liz Claiborne to highlight business's support of domestic violence prevention.

Nominations to Domestic Violence Committee

ACTION: m/c/s (Ito) move to approve nominees to the Domestic Violence Committee: Sharon Ruth representing the Domestic Violence Consortium and Ken Thiesen and Mary Ma Tam as alternate members.

Women in the Workplace Committee

Commissioner Gwendolyn Westbrook reported that the committee is currently looking into issues regarding charter changes and their effect on women, and sexual harassment at administrative hearings.

Goals and Timelines for Committee

. Finishing booklet (almost complete)
. Civil Service Reform (waiting for Civil Service Commission)

Nomination of Vanessa Conrad to be a member of the Committee

ACTION: m/c/s (Westbrook) to approve Vanessa Conrad to be a member of the Women in the Workplace Committee.

LIAISON REPORTS

Friends Committee

Chair Linda Mjellem met with Ann Clark Ronce. There appears to be an opportunity for COSW to be included in Ann Clark Ronce's publication Dataline. Chair Mjellem also informed the commissioners that the 501-3C seems to be intact. Sharon Johnson met with Sherri Ferris on her availability to serve on the

Friends Committee. Ms. Ferris' schedule is too full for her to take an active role in the Friends Committee; however, she indcated an interest in providing input in fundraising endeavors by the Friends Committee.

Noting that Barbara Kolesar from the Mayor's Office arrived at the commission meeting, Sharon Johnson introduced her to COSW.

Girls Leadership Project

No Report.

Women's Heath Advisory Committee

No Report

Regional Sexual Harassment Committee

The committee will meet in late July. Joan Leslie of the Contra Costa COSW said she was supportive of AB2264 and AB2265. She thanked COSW for letters of support.

PUBLIC COMMENT

None

ANNOUNCEMENTS

Commissioner Carmen Herrera announced the League of Women Voters Luncheon on April 29, 1992. Commissioner Shirley Black and Sharon Johnson will attend.

Commissioner Shirley Black informed the commission of a rally to be held April 27, 1992 regarding SB855 on the steps of City Hall.

A member from the audience spoke of the amendments to the Brown Act which are being considered by the State legislature. The speaker opposes the idea that non-profits be exempt from closed meetings as they receive public funds. She suggested two kinds of open meetings - funding/planning and personal planning.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:35 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of The Commission
1170 Market Street, Sixth Floor
San Francisco, California 94102

Thursday, May 28, 1992
4:00 P.M.

A G E N D A

* PLEASE NOTE: Public comment will be heard after each agenda item.

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. April 23, 1992 Regular Meeting Minutes

IV. STAFF REPORT

. Update: Police Department Sexual Harassment Case

V. NEW BUSINESS

. Legislation

. HR3975 - Equal Remedies Act of 1991

ACTION: To consider support of HR3975.

. AB3825 (Brown) - California Civil Rights Act of 1992

ACTION: To consider support of AB3825.

. AB77 (Moore) - Family Leave Law

ACTION: To consider support of regulations implementing AB77.

. COSW Recognition of the outstanding work on behalf of women by Examiner reporter Candy Cooper.

ACTION: Recommend that the Friends Committee fund money for a plaque in recognition of Candy Cooper and to formally present it to her at a future COSW meeting.

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. Approve nomination of Doris Lanier to the Women in the Workplace Committee.

ACTION: To consider approval of Doris Lanier to the Women in the Workplace Committee.

. FY 1992-93 COSW Budget

ACTION: To approve COSW FY 1992-93 Budget and allocation plan for domestic violence agencies.

. Role of Commissioners

ACTION: Explanation and discussion of the role of the commissioners.

VI. OLD BUSINESS

Legislation

. (Isenberg) AB3011 - Domestic Violence Bill

VII. COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera

. Report

. Cavalcade of Women Luncheon, 1992
. Timeline

Domestic Violence Committee . . . . . Comm. Ito

. Update on Liz Claiborne - display for Domestic Violence Awareness Month in October

Women in the Workplace Committee . Comm. Martin, Westbrook

No Report.

VIII. LIAISON REPORTS

. **Friends Committee**
. **Girl's Leadership Project**
. **Women's Health Advisory Committee**
. **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE MAY 28, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on May 28, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

Chair Linda Mjellem
Vice-Chair Caryl Ito
Commissioner Carmen Herrera
Commissioner Gwendolyn Westbrook

MEMBERS EXCUSED

Commissioner Shirley Black
Commissioner Molly Martin

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Commissioners Black and Martin, Chair Linda Mjellem called the meeting to order at 4:05 P.M.

AGENDA

m/c/s (Ito) to adopt the agenda with one change: FY 1992-93 COSW Budget item to be brought forward as the first item of New Business.

MINUTES

April 23, 1992 Regular Meeting Minutes

m/c/s (Ito) to adopt the minutes with the following addition: On Page Three under Nomination of Phyllis Schneider to COSW Outreach Committee, add that Phyllis Schneider was also a former elementary school teacher at the San Francisco Unified School District.

STAFF REPORT

Update: Police Department Sexual Harassment Case

Judith Klain reported of the landmark decision by the San Francisco Police Commission to fire Sergeant Donald Hensic for sexually harassing women police officers. This is the first time the commission has fired an officer for sexual harassment.

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Ms. Klain introduced Lieutenant Ed Pecinovsky of the San Francisco Police Department. He stated that the Police Department is willing to work with COSW. He recommended L. Mendy Pengel as a contact person who has information on ongoing training programs within the Police Dept.

Chair Linda Mjellem stated that the decision by the Police Commission was an appropriate action that sends the right kind of message out to the public.

Vice-Chair Caryl Ito commended the Police Commission for their action and suggested staff send a letter of appreciation to the commission.

NEW BUSINESS

FY 1992-93 COSW Budget

Sharon Johnson presented the FY 1992-93 COSW Budget figures to the commission. The total budget for COSW is $1,072,503. Two clerical problems occurred with incorrect amounts for the rent and telephone that will be corrected.

Rosario Navarrette explained the budget for the 1992-93 Domestic Violence fund allocation of $714,215. The original amount of $300,000 for SB855 monies is now $250,000 but in the 93-94 budget, it will be $300,000. She commented that the allocation plan is a very good plan for spending and the domestic violence agencies are pleased.

The COSW Budget will be heard before the Board of Supervisors on June 17, 1992.

Sue Martin of the Domestic Violence Consortium stated that they are working on getting back the $50,000 that was cut from the FY 92-93 budget. She thanked the commission and staff, especially Commissioner Ito and Mjellem for their lobbying efforts.

m/c/s (Herrera) move to adopt the COSW FY 1992-93 Budget of $1,064,647 with appropriate increases in rent and telephone that will bring the amount to $1,072,503.

Public Comment: Jinni Jovel recommended that the domestic violence agencies meet the battered women halfway by helping them come to the agencies. She also stated that the agencies be monitored more closely.

Legislation

Judith Klain introduced Chris Ho of the Employment Law Center who gave a brief history of the following two bills.

AB3825 (Brown) - California Civil Rights Act of '92

HR3975 - Equal Remedies Act of 1991

m/c/s (Westbrook) move to support HR3975 and AB3825.

AB 77 (Moore) - Family Leave Law

Judith Klain recommended that the commission support the AB77 implementation proposed by Congresswomen Moore.

m/c/s (Ito) move to support AB77.

COSW Recognition of the outstanding work on behalf of women by Examiner reporter Candy Cooper.

An explanation was given by Judith Klain as to why the commission should honor Candy Cooper of the Examiner. Ms. Cooper's reporting has been outstanding on issues of sexual harassment and domestic violence.

m/c/s (Herrera) move that the COSW present Candy Cooper of the Examiner with a plaque honoring her work on behalf of the commission and women.

Approve nomination of Doris Lanier to the Women in the Workplace Committee

Judith Klain introduced Doris Lanier who works for the San Francisco Municipal Railway and is the nominee to the Women In The Workplace Committee.

m/c/s (Westbrook) to approve Doris Lanier to the Women in the Workplace committee.

Role of Commissioners

A discussion was held on the issue of the roles of commissioners with the COSW department. Officially, according to the city attorney's office, the members of the commission have no powers as individuals over the day-to-day administration of the department. Commissioners should inform the executive director of any problems with individuals or other city departments. A good line of communication is always needed between staff and commissioners.

OLD BUSINESS

Legislation

AB3011 (Isenberg) - Domestic Violence Bill

Rosario Navarrette reported that Assemblyman Isenberg informed COSW that domestic violence cases had been exempted from mediation in accordance with the California Judicial Council's model. Mr. Isenberg had planned to be here to present the changes hoping COSW would reconsider their position given the exemption. However, the bill died in the Assembly Ways and Means Committee.

COMMITTEE REPORTS

Outreach Committee

Cavalcade of Women Luncheon, 1992

Commissioner Carmen Herrera attended the Cavalcade of Women Luncheon in March of this year receiving the Women's History Award on behalf of Eva Jefferson Paterson. She received good feedback about the San Francisco Commission on the Status of Women from other COSWs in the state.

Timeline

Outreach Committee is identifying neighborhood organizations and targetting organizations that the committee will ask to address. A schedule will be presented at the next regular COSW meeting.

Domestic Violence Committee

Update on Liz Claiborne display for Domestic Violence Awareness Month in October

Vice-Chair Caryl Ito reported that September 10, 1992 is the kick-off date for the Liz Claiborne campaign on the prevention of domestic violence. Rosario Navarrette, Vice-Chair Caryl Ito and Chair Linda Mjellem described the artwork done by the Liz Claiborne. Some of the artwork would be incorporated into the Domestic Violence Awareness Month Display at City Hall in October, 1992.

Chair Linda Mjellem suggested that a letter be sent to Liz Claiborne for the great work done for domestic violence prevention awareness.

Women in the Workplace Committee

No Report.

LIAISON REPORTS

Friends Committee

Chair Linda Mjellem is working with Ann Ronce Clark on an advertisement in her publication Dataline.

Girl's Leadership Project

Commissioner Gwendolyn Westbrook attended a meeting on May 20, 1992 regarding the formation of the Girl's Leadership Project in the Sunnydale Neighborhood. The Girl's Leadership Project are seeking women mentors. Commissioner Gwendolyn Westbrook feels it will be a worthwhile project.

Commissioner Carmen Herrera added that she is a mentor to girls with the BANELA mentorship program.

Women's Health Advisory Committee

Sharon Johnson reported that the Women's Health Advisory Committee has not yet begun.

Commissioner Carmen Herrera was concerned about the cutbacks in the Breast Cancer Services with the Health Department. Chair Linda Mjellem recommended that a letter be sent to the Health Department encouraging them not to cut money for breast cancer services.

PUBLIC COMMENT

Judith Klain introduced Terry Person, the President of National Tradeswoman to the commission. Ms. Person expressed that she is looking forward to working with the commission.

ANNOUNCEMENTS

Chair Linda Mjellem announced that she would be on vacation next month. Therefore, Vice-Chair Caryl Ito will be chairing the June meeting. She also stated that she is involved with the Women and Girls Committee with the United Way and will give a report in the future.

ADJOURNMENT
Being that Chair Linda Mjellem had to leave, the meeting was adjourned at 5:30 P.M.

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92

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, June 25, 1992
4:00 P.M.

A G E N D A

* **PLEASE NOTE: Public comment will be heard after each agenda item.**

I. **CALL TO ORDER/ROLL CALL**

II. **ADOPTION OF AGENDA**

III. **ADOPTION OF MINUTES**

. May 28, 1992 Regular Meeting Minutes

IV. **EXECUTIVE DIRECTOR'S REPORT**

. Come Into The Sun Conference Update

V. **NEW BUSINESS**

. Candy Cooper Award Presentation

. Legislation

. Senate Joint Resolution 32 (Watson) - The Breast Cancer Epidemic Resolution

. Assembly Bill 2841 (Alpert) - The Mammography Quality Assurance Act of 1992

. Assembly Bill 2652 (Speier)

. Assembly Bill 3410 (Friedman)

ACTION: To support Senate Joint Resolution 32, AB 2841 (Alpert), AB 2652 (Speier) and AB 3410 (Friedman).

. HR3625 - Wages for Housework

ACTION: To support HR3625.

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- HR 3475 - Women in Apprenticeship and Non-Traditional Occupations Act
- HR 3476 - Advancement of Women in Science and Engineering Act

ACTION: To support HR 3475 and HR 3476.

- Women's Building Renovation Fundraiser

ACTION: To support the Women's Building Renovation Fundraiser Event.

VI. OLD BUSINESS

- Update from Human Rights Commission: Jacquie Hale
- Update: COSW Budget FY 92-93

VII. COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera

- Outreach Plan

ACTION: To adopt plan as recommended by committee.

- Update
  - Community Resource Book
  - Women's History Month

Domestic Violence Committee . . . . . Comm. Ito

- Update on Committee Meeting

Women In The Workplace . . . . . Comm. Martin, Westbrook

- Update on Committee Meeting

VIII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Project**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

June 25, 1992

The Minutes of this meeting are missing.

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, July 23, 1992
4:00 P.M.

AGENDA

* PLEASE NOTE: Public comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. May 28, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

. FY 92-93 Budget Update

. Come Into The Sun Conference Update

V. NEW BUSINESS

. Legislation

. Senate Joint Resolution 32 (Watson) - The Breast Cancer Epidemic Resolution

. Assembly Bill 2841 (Alpert) - The Mammography Quality Assurance Act of 1992

. Assembly Bill 2652 (Speier)

. Assembly Bill 3410 (Friedman)

ACTION: To support Senate Joint Resolution 32, AB 2841 (Alpert), AB 2652 (Speier) and AB 3410 (Friedman).

. HR3625 - The Unrenumerated Act of 1991 (Wages for Housework Campaign)

ACTION: To support HR3625.

. HR 3475 - Women in Apprenticeship and Non-Traditional Occupations Act

. HR 3476 - Advancement of Women in Science and Engineering Act

ACTION: To support HR 3475 and HR 3476.

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. AB 2900 (Archie-Hudson) Sexual Harassment Reporting in Schools

ACTION: To support AB 2900.

. Women's Building Renovation Fundraiser

ACTION: To support the Women's Building Renovation Fundraiser Event.

. Youth Peer Education Program

ACTION: To support the Youth Peer Education Program.

. Resolution in support of pro-choice.

ACTION: To consider adoption of resolution.

VI. OLD BUSINESS

. Update from Human Rights Commission: Jacquie Hale

VII. COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera

. Outreach Plan

ACTION: To adopt plan as recommended by committee.

. Update

. Community Resource Book
. Women's History Month

Domestic Violence Committee . . . . . Comm. Ito

. Update on Committee Meeting

Women In The Workplace . . . . . Comm. Martin, Westbrook

. Update on Committee Meeting

VIII. LIAISON REPORTS

. **Friends Committee**
. **Girl's Leadership Project**
. **Women's Health Advisory Committee**
. **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE JULY 23, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on July 23, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

Chair Linda Mjellem
Vice-Chair Caryl Ito
Commissioner Shirley Black
Commissioner Carmen Herrera
Commissioner Molly Martin
Commissioner Gwendolyn Westbrook

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Chair Linda Mjellem, Vice-Chair Caryl Ito called the meeting to order at 4:07 P.M.

AGENDA

m/c/s (Black) to adopt the agenda with the addition of a presentation by the Domestic Violence Consortium after the Adoption of the Minutes.

MINUTES

May 28, 1992 Regular Meeting Minutes

m/c/s (Martin) to adopt the minutes with the following change: On Page Five under Girl's Leadership Project, second paragraph is changed to read "Commissioner Carmen Herrera supports this type of leadership program and added that she is a mentor to girls with the BANELA mentorship program.

Presentation From Domestic Violence Consortium

The Domestic Violence Consortium thanked the commissioners and staff for their continued support.

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EXECUTIVE DIRECTOR'S REPORT

FY 92-93 Budget Update

The executive director reported that the COSW budget for Fiscal Year 1992-93 from the City of San Francisco and the State of California Marriage License Fees totals $1,106,114.00.

Come Into The Sun Conference Update

The Come Into The Sun Conference will be held on September 23, 1992 at the Hall of Flowers, Golden Gate Park from 9 - 4 P.M.

NEW BUSINESS

Legislation:

. Senate Joint Resolution 32 (Watson) - The Breast Cancer Epidemic Resolution

. Assembly Bill 2841 (Alpert) - The Mammography Quality Assurance Act of 1992

. Assembly Bill 2652 (Speier)

. Assembly Bill 3410 (Friedman)

After a brief discussion of the four breast cancer bills mentioned above, the commission took the following action.

m/c/s (Herrera) move to support SJR32, AB2841, AB2652 and AB3410.

. HR3625 - The Unremunerated Act of 1991 (Wages for Housework Campaign

A representative from Wages for Housework Campaign gave a brief explanation of HR 3625 .

m/c/s (Westbrook) move to support HR 3625.

. HR 3475 - Women in Apprenticeship and Non-Traditional Occupations Act

HR 3475 provides technical assistance and training to employers and unions to assist them in successfully receiving and retraining women in apprenticeships and nontraditional jobs in the workplace.

. HR 3476 - Advancement of Women in Science and Engineering Act

HR 3476 establishs the Commission on the Advancement of Women in Science and Engineering Work Forces.

m/c/s (Martin) move to support HR 3475 and HR 3476.

. AB 2900 (Archie-Hudson) Sexual Harassment Reporting in Schools

AB 2900 requires all educational institutions from pre-school to college to post sexual harassment rules and regulations in a prominent place and provide all student, parents, faculty, administrative and support staff with the written policy of the institution on sexual harassment.

After a brief question and answer period, the following motion was adopted:

m/c/s (Martin) move to support AB 2900 with the recommendation that an effective monitoring mechanism be established.

. Women's Building Renovation Fundraiser

Following a brief explanation regarding the Women's Building Renovation Fundraiser to be held on September 18, 1992, the following motion was adopted.

m/c/s (Black) move to support the Women's Building Renovation Fundraiser.

. Youth Peer Education Program

This is a program which will focus on AIDS Education for the Sunnydale neighborhood.

m/c/s (Black) move to support the Youth Peer Education Program.

. Resolution in support of pro-choice

A resolution on COSW's position on a women's right to choose was presented.

m/c/s (Herrera) move to support the Commission on the Status of Women's Resolution in Support of Ppro-choice.

OLD BUSINESS

. Update from Human Rights Commission

A written report from the Human Rights Commission was distributed to the commissioners indicating the breakdown of awards to women-owned business enterprises for fiscal year 91-92.

COMMITTEE REPORTS

Outreach Committee . . . . . Comm. Herrera

. Outreach Plan

A list of the Outreach Plan's targeted Neighborhood organizations was presented. The Outreach Committee will form a speaker's bureau.

(NOTE: Chair Linda Mjellem arrives at 5:04 P.M.)

m/c/s (Westbrook) move to adopt the Outreach Plan.

(NOTE: Vice Chair Caryl Ito turned the meeting over to Chair Mjellem.)

. Update: Community Resource Book

The Community Resource Book would be a San Francisco Speaker's Bureau book of women specializing in different areas.

. Women's History Month

It was suggested that the nominees for Women's History Month also be selected from neighborhood organizations through the Outreach Committee's efforts to make presentations at neighborhood organizations.

Domestic Violence Committee . . . . . Comm. Ito

. Update on Committee Meeting

Two committee meetings were held on June 10th and July 8th. Jim Buick from the Department of Social Services, Director of the Multiservice Centers, was a guest at the June meeting. The July meeting was held at the North of Market Multiservice Center at Polk and Geary. The committee was very impressed with the improved facility since the renovations.

Upcoming events include the following:

- The Liz Claiborne Kick-Off Campaign is scheduled for September 10, 1992.
- A Domestic Violence Consortium Conference will be held on August 14th and 15th, 1992 with an event at Union Square.

The Liz Claiborne group has created a Friends Against Domestic Violence Committee to promote partnerships with other corporations and solicit private donations.

Women In The Workplace Committee . . . . Comm. Martin, Westbrook

Update:

- The booklet on upward mobility produced by the commission is almost completed.
- Since the Mayor and the Board of Supervisors passed city department's requirement to report discrimination complaints filed by women civil servants, approximately three-fourths of all departments have turned in their monthly report.

LIAISON REPORTS

Friends Committee

The Friends Committee Meeting is scheduled for August 5, 1992. at 5:30 P.M. at 870 Market Street on the 9th Floor.

Girl's Leadership Project

No report.

Women's Health Advisory Committee

Commissioner Shirley Black will represent COSW at the next Women's Health Committee.

Regional Sexual Harassment Committee

The next meeting will be in August.

PUBLIC COMMENT

None

ANNOUNCEMENTS

Commissioner Carmen Herrera informed the Commission that she has officially resigned from the commission, effective August 23, 1992.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:40 P.M.

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, August 27, 1992
4:00 P.M.

A G E N D A

*** PLEASE NOTE: Public comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

. July 23, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

. Office relocation to 25 Van Ness Avenue

V. NEW BUSINESS

. Election of President

ACTION: To elect a President for the commission.

. Election of Vice President (If Necessary)

ACTION: To elect a Vice-President for the commission.

. Commission Meeting Dates and Times Including Annual Retreat

ACTION: To establish regular commission meeting date and time and date of annual retreat.

. Liaison representatives

- Girl's Leadership Project
- Women's Health Advisory Committee
- Regional Sexual Harassment Committee

ACTION: To consider appointments as representatives.

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- Committee Structure

  - Outreach
  - Domestic Violence
  - Women in the Workplace

ACTION: To consider maintaining structure with new appointments to committees and/or establishing a new committee structure to be considered at annual retreat.

- Charan Investigation Update

- Sexual Harassment Report by Sharon Aurora

VI. OLD BUSINESS

- Youth Peer Education

- MBE/WBE Update - Representative from Human Rights Commission - Jacquie Hale

VII. COMMITTEE REPORTS

- **Outreach Committee**

  No Report

- **Domestic Violence Committee**

  - AJR 95 Legislation
  - Liz Claiborne Campaign to Stop Domestic Violence
  - Domestic Violence Awareness Month in October

- **Women in the Workplace Committee**

  Update

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

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MINUTES OF THE AUGUST 27, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on August 27, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

MEMBERS PRESENT	MEMBER EXCUSED
Commissioner Patricia Chang	Commissioner Barbara Cameron
Commissioner Louette Colombano	
Vice President Caryl Ito	
Commissioner Rosa Rivera	
Commissioner Patricia Sullivan	
Commissioner Gwendolyn Tillman	

STAFF PRESENT

Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present with the exception of Commissioner Cameron, Vice-President Ito called the meeting to order at 4:00 P.M.

AGENDA

m/c/s (Chang) to adopt the agenda as written.

MINUTES

July 23, 1992 Regular Meeting Minutes

m/c/s (Sullivan) to adopt the minutes as written.

EXECUTIVE DIRECTOR'S REPORT

Office Relocation to 25 Van Ness Avenue

Rosario Navarrette reported on the commission's move to 25 Van Ness. Plans for the new office space have been submitted by the architects. The target moving date is November, 1992.

NEW BUSINESS

Election of President

The floor was opened for nominations for president of the commission; the following action occurred.

Motion (Chang) move to nominate Commissioner Ito for President of the commission.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Absent: Cameron

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Election of Vice-President

Motion (Ito) move to nominate Commissioner Rivera for Vice-President of the commission.

ROLL CALL VOTE WAS TAKEN: Chang, Colombano, Ito, Rivera, Sullivan, Tillman
Absent: Cameron

Commission Meeting Dates and Times Including Annual Retreat

Suggested meeting time for regular commission meetings is the fourth Thursday of the month at 4:30 P.M. Second choice is the fourth Friday of the month at 2:00 P.M. Special meeting times will be scheduled to accommodate working mothers in the evenings.

A recommended date for the annual retreat is October 3, 1992 at 1:00 - 5:00 P.M. Second choice is October 17, 1992. The meeting location is to be determined.

Liaison representatives

After discussion, it was agreed that liaison representatives would be decided at the annual retreat in October.

Girl's Leadership Project

m/c/s (Rivera) motion to appoint Commissioner Tillman as interim liaison representative to the Girl's Leadership Project.

Women's Health Advisory Committee

m/c/s (Ito) motion to appoint Commissioner Chang as interim liaison representative to the Women's Health Advisory Committee.

Regional Sexual Harassment Committee

m/c/s (Ito) motion to appoint Commissioner Colombano as interim liaison representative to the Regional Sexual Harassment Committee.

Committee Structure:

Outreach Committee

A brief history was given about the Outreach Committee which included: Women's History Month in March, Community Outreach Meetings, Within Your Reach, How To Get That Appointment booklet and International Women's Day.

Domestic Violence Committee

Commissioners were informed about the San Francisco Domestic Violence Consortium and their role with COSW. The process of endorsing legislation brought before the commission by the committees was explained. The next committee meeting will be September 16, 1992. Staff explained the broad issues the committee works on including homeless, immigrant and poor women.

Women in the Workplace Committee

The Women in the Workplace Committee deals with issues which includes the following: sexual harassment, job discrimination, upward mobility in civil service, non-traditional jobs and other employment topics. The committee's

present members decided to resubmit applications to be members of this committee.

The commissioners decided to discuss the committee structures in detail at the upcoming retreat.

Motion (Sullivan) move to table the appointments to the committees until the annual retreat.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Absent: Cameron

Charan Investigation Update

Staff gave a brief history of the Charan Investigation and the progress made within city departments. Updates will be reported to the commission on a regular basis.

Sexual Harassment Report by Sharon Aurora

Sharon Aurora, an intern for the commission, thanked the commission and staff for help with her report "The Pervasiveness of the Sexual Harassment of Women in Blue-Collar Jobs in the City of San Francisco, and the Differing Perceptions Between Men and Women as to What Behaviors Actually Constitute Sexual Harassment". The purpose of Ms. Aurora's report:

1) Is sexual harassment still pervasive in 1992?

2) The difference between what men and women view as sexual harassment.

President Ito thanked Sharon Aurora for her report.

Motion (Ito) move to adopt report by Sharon Aurora.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Absent: Cameron

OLD BUSINESS

Youth Peer Education

Elizabeth Davis, representing the Youth Peer Education group, described the great interaction between young people as they educate each other about AIDS. Ms. Davis thanked former Commissioner Westbrook for putting her in contact with COSW. Ms. Davis offered to demonstrate the AIDS presentation at a future commission meeting. She will stay in contact.

MBE/WBE Update - Representative from Human Rights Commission - Jacquie Hale

Jacquie Hale explained to the commission the relationship between COSW and the Human Rights Commission and how she serves as liaison person between the two departments. Her main focus at this time is reporting on current MBE/WBE status. Ms. Hale meets with COSW staff on a regular basis and is available to the commissioners if any questions arise.

COMMITTEE REPORTS

Outreach Committee

No report.

Domestic Violence Committee

AJR 95 Legislation

A letter from Assemblywoman Jackie Speier was sent to the commission office asking for support of resolution AJR 95. This resolution would urge President Bush and the U.S. Senate to ratify the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women.

Motion (Ito) move to support AJR 95.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Absent: Cameron

Liz Claiborne Campaign to Stop Domestic Violence

Kick-Off Date for the Liz Claiborne Campaign to Stop Domestic Violence is September 10, 1992 at 12-Noon at Union Square. The commission will present a plaque to the Liz Claiborne group for their extensive campaign targeting the business community.

Domestic Violence Awareness Month in October

Official date for opening ceremonies of Domestic Violence Awareness Month will be determined.

Women In The Workplace Committee

Update

Breaking Through, the pamphlet on upward mobility in civil service is in draft form and will be completed soon. Training programs for hearing complaints is being developed. Suggestions from committee members to the commission will be discussed at the annual retreat.

PUBLIC COMMENT

Ken Thiesen of the San Francisco Neighborhood Legal Assistance Foundation thanked the commission for their continued support of domestic violence issues and welcomed the new commissioners.

ANNOUNCEMENTS

The following announcements were given:

- *The Come Into The Sun Conference will be held October 14, 1992.*
- *The Ms. Foundation in conjunction with the Center for Policy Alternatives is seeking to conduct a press conference based on a recent survey in San Francisco in October for women candidates to use for their campaigns. The first Ms. Foundation press conference will be in Washington, D.C. on September 3, 1992.*

. *Ken Thiesen reported that a local bank is looking to make loans to domestic violence shelters based on the Community Reinvestment Act.*

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:35 P.M.

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Commission on the Status of Women
City and County of San Francisco

92

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, September 24, 1992
4:00 P.M.

A G E N D A

* PLEASE NOTE: Public comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- August 27, 1992

IV. EXECUTIVE DIRECTOR'S REPORT

- Mayor's Meeting with S.F. NOW
- Come Into The Sun Conference

V. NEW BUSINESS

- City Attorney

ACTION: Representative from City Attorney's Office to explain Brown Act.

- Celebration of Anita Hill's Anniversary

ACTION: COSW to sponsor a breakfast along with SF NOW on October 6, 1992.

- Legislation: AB 3309

ACTION: To support an amendment to AB 3309 to have doctors report to patients results of medical tests in writing and to include negative results.

- FY 1992-93 Budget

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VI. OLD BUSINESS

- Regular Commission Meeting time change from 4:00 to 4:30 P.M.

ACTION: To adopt 4:30 as the new time for the regular commission meeting.

NOTE: Being this is a By-Law change, the vote will occur at the October Regular Meeting.

VII. COMMITTEE REPORTS

- **Outreach Committee**

  No Report.

- **Domestic Violence Committee**

  Update:

  - Liz Claiborne Domestic Violence Campaign
  - Domestic Violence Awareness Month
  - California Coalition for Battered Women in Prison

  ACTION: To consider sending a letter to the Governor granting clemency to battered women.

  - AB 2373

  ACTION: To consider support of AB 2373.

- **Women in the Workplace Committee**

  No Report.

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

ST
585
#2
9/24/92

Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE SEPTEMBER 24, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on September 24, 1992 in the Sixth Floor Conference Room, 1170 Market Street, San Francisco, California.

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MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:05 P.M.

AGENDA

m/c/s (Sullivan) to adopt the agenda as written.

MINUTES

August 27, 1992 Regular Meeting Minutes

m/c/s (Tillman) to adopt the minutes as written.

EXECUTIVE DIRECTOR'S REPORT

Mayor's Meeting with S.F.NOW

On Tuesday, September 15, 1992, a meeting was held with Mayor Jordan, representatives from S.F. NOW and COSW's Executive Director. Topics discussed included COSW's budget, Health Care, Battered Women's Syndrome and other issues concerning women.

Come Into The Sun Conference

The Come Into The Sun Coalition was formed in 1991. A conference was held that year and a follow-up report written. This year "Come Into The Sun: A Conference on Young Women in Conflict with the Law" will be held on October 14, 1992 from 9 - 5 P.M. at the Pacific Bell Building at 370 3rd Street. This event is co-sponsored by the Delinquency Prevention Commission.

NOTE: Commissioner Rivera arrived at 4:12 P.M.
Commissioner Cameron arrived at 4:15 P.M.

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NEW BUSINESS

City Attorney

The City Attorney's office could not make the meeting but will send a representative to a future commission meeting to discuss the Brown Act.

Celebration of Anita Hill's Anniversary

S.F.NOW is sponsoring a breakfast in Celebration of Anita Hill's Anniversary. They have requested COSW to co-sponsor the event. It will be held at the Sheraton Palace Hotel at 7:30 A.M. on October 6, 1992. Stephanie Salter of the Chronicle will be the guest speaker.

MOTION (Tillman) move to co-sponsor Anita Hill's Anniversary Breakfast with S.F. NOW.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan and Tillman

Legislation: AB 3309

AB 3309, which has already been passed and signed by the Governor, was sponsored by Assemblywoman Gwendolyn Moore. COSW has been requested to support an amendment to be added to this bill. The amendment would clarify the term "reasonable time" for written notification of test results from doctors. Currently, the State's Health and Safety Code requires written notification within five days of the test results. The amendments would require a sponsor.

It was suggested that Commissioner Chang bring this issue before the Women's Health Advisory Committee meeting.

Motion (Chang) move to support an amendment to AB 3309 that would be presented to the Women's Health Advisory Committee.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan and Tillman

FY 1992-93 BUDGET

COSW was spared a cut of $24,000 from the 1992-93 budget. The $50,000 SB 855 money in reserve will not be used to cover the deficit. It is expected that the domestic violence shelters will receive the money following the budget deliberations.

President Ito commended the executive director and staff for their efforts at balancing the budget by offering personal staff time reductions and timely lobbying in cooperation with the San Francisco Domestic Violence Consortium.

OLD BUSINESS

Regular Commission Meeting Time Change from 4:00 to 4:30 P.M.

A discussion was held regarding definite meeting time changes for the regular commission meetings. A vote will be taken at the next regular meeting.

COMMITTEE REPORTS

Outreach Committee

No Report.

Domestic Violence Committee

Update:

Liz Claiborne Domestic Violence Campaign

The Liz Claiborne Campaign Against Domestic Violence was very successful. The event was held at Union Square with the Mayor and local dignitaries along with the San Francisco Domestic Violence Consortium and COSW. The commission presented the Liz Claiborne Group with a plaque commending their outstanding work on this campaign. Partners Ending Domestic Abuse was formed as part of this campaign and will be holding a fundraiser at the Eye Gallery on October 8, 1992. The Eye Gallery, in conjunction with the artists from the Liz Claiborne Public Awareness Campaign, is presenting an exhibit of photography that shows the impact of domestic violence.

Domestic Violence Awareness Month

The theme for this year's Domestic Violence Awareness Month is "Celebrating Public/Private Partnerships to End Domestic Violence". Mayor Jordan will be present at the recognition ceremony on October 15, 1992 at City Hall. Sydnie Kohara of Channel 7 will emcee the ceremony. COSW will install an exhibit in the City Hall Rotunda for two weeks from October 5 - 16.

California Coalition for Battered Women in Prison

The Coalition for Battered Women in Prison has asked COSW to send a letter to Governor Wilson asking for clemency for battered women in prison. A discussion regarding battered women in prison followed.

Motion (Sullivan) move to send a letter to Governor Wilson to grant clemency to battered women in prison.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan, Tillman

AB 2373

AB 2373 (Burton) establishes a process that expedites the clemency petition review by the Governor for battered women in California prisons. A commission will be created to assist the Governor and will make recommendations regarding the clemency petitions.

Motion (Sullivan) to support AB 2373.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Change, Colombano, Ito, Rivera, Sullivan, Tillman

Women in the Workplace Committee

No Report.

PUBLIC COMMENT

Lurilla Harris suggested that COSW's Outreach Committee send flyers with information about their meetings to all Senior housing and centers which consist mostly of women.

She also recommended everyone to vote Yes on Prop. L, Farmers Market versus Housing on behalf of the low-income and immigrant population in the city.

ANNOUNCEMENTS

Commissioner Colombano informed COSW of a meeting with Supervisor Maher's office and the Women Officer's Network. She stated that the Women Officer's Network is trying to establish themselves as a bona fide labor organization. They are planning a fundraiser and would like to involve domestic violence and other women's issues in their community work.

President Ito announced the upcoming Asian Women's Shelter Fundraiser on October 24, 1992 at 7 P.M.

Commissioner Chang announced that the Women's Building Fundraiser that was held on September 18, 1992 was very successful. Among the literature distributed for COSW, the booklet "Within Your Reach: How To Get That Appointment" was most popular.

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:25 P.M.

Commission on the Status of Women
City and County of San Francisco

SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
October 3, 1992
1:00 P.M. - 5:00 P.M.
1170 Market Street, Sixth Floor
San Francisco, California

A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

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III. NEW BUSINESS

PLANNING SESSION

- COSW Accomplishments:
  - Current services, issues and programs
  - Realistic assessment of available resources
    - What do we have?
    - What do we need?
- Evaluate last year's priorities and goals
- Review Desired Outcomes
- Priorities of Commission
- Committee Structures
- Set Priorities and Next Steps for Twelve month period
- Liaison Representatives

PROCEDURES AND DETAILS

IV. PUBLIC COMMENT

V. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE OCTOBER 3, 1992 SPECIAL MEETING

The Special Meeting of the Commission on the Status of Women was held on October 3, 1992 in the Sixth Floor Conference Room at 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 1:12 P.M.

AGENDA

m/c/s (Sullivan) to adopt the agenda as written.

President Ito turned the meeting over to the Executive Director and Rita Boyle, facilitator for the meeting.

NEW BUSINESS

PLANNING SESSION

Rita Boyle began with an introduction session of commissioners and staff and proceeded as follows.

The desired outcomes of the special meeting:

- *Opportunity to become better acquainted with colleagues*
- *"Teambuilding" among commissioners and staff*
- *Shared understanding of COSW history, goals and priorities*
- *Better understanding of the "Resource Context" of COSW for making realistic choices about priorities for upcoming year*
- *Elements of a one year work plan to be finalized by December meeting.*
- *Decide regular meeting times.*

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COSW Accomplishments

Current services, issues and programs

- *Public Hearings*
- *Respected, connections with other women's organizations*
- *Issued reports: girls in juvenile justice, Charan investigation*
- *Augmented staff with interns*
- *Ongoing publications*
- *Technical expertise in trainings, etc.*
- *Media presentations*
- *Sexual Harassment Hotline and Information and Referral*
- *Advocates of affordable housing*
- *Mission Bay Advocacy for women workers*
- *City Hall Exhibit on Domestic Violence*
- *Daily Management*

Realistic Assessment of Available Resources

What do we have?

$1,000,000 + Budget:

- *$800,000 to Domestic Violence*
- *$260,000 - Operating*
- *$48,000 - Operating & Indirect Costs*
- *Balance = Personnel*
- *$400 discretionary*

Staff: 4
Commissioners: 7
Domestic Violence Committee: 7
Women in the Workplace: 12 - 15
Experts Panel: 3
Volunteer Office Staff: 4 (3-5 hours per week)

Positive aspects of the commission are:

- *Respect for Executive Director's work*
  Respect for Rosario Navarrette's work
- *This is the "Year of the Women".*
- *Upgrade in office with move in Dec.'92*

What do we need?

- *A private sector role*
- *No threat of elimination, cuts as a city office*
- *Respect*
- *Higher visibility*
- *Better association with Mayor Jordan*
- *Three IBM compatible computers*
- *Photocopier*
- *City Networking*
- *Two more staff*
- *Better Friends Committee*
- *Grantwriting*
- *New Stationary*
- *Graphics, Display materials*
- *Image money*

Last Year's Goals and Priorities

Positive Points:

- *Civil Service Responsiveness*
- *New Mayor has good opinion of COSW*
- *Accountability from City departments*
- *Shared resources from City departments*
- *Charan Investigation*
  - *mechanism to share information*
- *Domestic Violence Consortium*
  - *funding through COSW*
- *Liz Claiborne connection*
- *WIN-WIN situations*
- *Private sector recruitment*
- *Women in the Workplace*
  - *Civil Service reform*
- *Domestic Violence funds*

- *Public/Private partnerships*
- *Children's Needs*

Negative Points:

- *More accountability from City departments needed*
- *More needed on the implementation of the Charan Investigation Recommendations*
- *More government and private sector funds needed for Domestic Violence Consortium*
- *More Domestic Violence funds needed*
- *Outreach not adequate*
- *Women of Color Issues not brought up*
- *Immigrant Women Issues not brought up*

Committee Structures

Charter Mandated Work: . *Administer Funds to Domestic Violence agencies*
. *Women in the Workplace*

Commission consists of seven commissioners.

Three committees:

. *Domestic Violence*
. *Women in the Workplace*
. *Outreach*

Liaison: Health
Girl's Leadership
Friends

President Ito presented committee assignments:

Domestic Violence: Commissioner Chang and Rivera

Women in the Workplace: Commissioner Colombano and Sullivan

Outreach: Commissioner Tillman and Cameron

Priorities and Next Steps for Twelve Month Period

Women in the Workplace Committee

- *Committee Members recruitment*
- *Civil Service work*
- *Perhaps private sector focus*
- *Visible events honoring working women*
- *Sexual Harassment Training, etc.*

- *Legislation*
- *Issues: Job Readiness, Childcare, Immigrant Workers*

Outreach Committee

- *Five Member recruitment*
- *Public Meeting October 22*
- *Workshop on How To Get That Appointment*
- *Work on rebuttal to "Blueprint for a Better Government"/ Merge with the Human Rights Commission*
- *Meet with the Mayor quarterly, by committee structure*
- *Women's History Month - March event*
- *Work on obtaining nominations from community for awards to women.*
- *Expand Outreach list.*

Domestic Violence Committee

October: Domestic Violence Awareness Month Exhibit
October 15: Recognition Awards at City Hall
January/93: Public Hearing/Speakout

Improve Existing System

. *Emergency shelter needs re: substance abusing women*
. *Coordinate with homeless, refugee and children*
. *Charan follow-up*

Increase Awareness

. *Take display on the road*
. *Homeless money as source of funding*

Legislation

. *Increase funding*
. *Strategies for funding including domestic violence fees*
. *Coordinate with legislative resources*

Liaison Representatives

Friends: Commissioner Sullivan

Youth and Girls: Commissioner Tillman

Health: Sharon Johnson

PROCEDURES AND DETAILS

Media Inquiries

. *Notify Executive Director.*
. *Refer direct inquiries to President Ito when possible.*

Calendar of Events

Commissioners will call for information on community events that may be of interest to them.

Meeting Times

The regular commission meeting time will be the fourth Thursday of the month at 4:00 P.M.

Women in the Workplace:

First Thursday of the month, 11:30 - 1:30 P.M.

Domestic Violence:

(next meeting) - Monday, October 5, 12-2 P.M.

Outreach:

(next meeting) - October 22, 3 P.M.

PUBLIC COMMENT

None

ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:05 P.M.

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102

Thursday, October 22, 1992
4:00 P.M.

A G E N D A

* PLEASE NOTE: Public comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- September 24, 1992 Regular Meeting Minutes
- October 3, 1992 Special Meeting Minutes

IV. Executive Director's Report

- Come Into The Sun Conference - October 14, 1992
- Bay Area/San Francisco Women's Consortium

V. NEW BUSINESS

- City Attorney
- MOVE and Oakland Men's Project Fundraiser Event

ACTION: To consider endorsing fundraising event to benefit both organizations.

VI. OLD BUSINESS

- Regular Commission Meeting Time Change from 4:00 - 4:30 P.M.

ACTION: To adopt 4:30 as the new time for the regular commission meeting time.

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VII. COMMITTEE REPORTS

- **Outreach Committee**
  - Re-naming Outreach Committee
  - Approve nominations for Committee members
  - Regular Meeting Time for Committee Meetings
- **Domestic Violence Committee**
  - October 15, 1992 Domestic Violence Awareness Month Event
- **Women in the Workplace Committee**

  No Report.

VIII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

-/92
ENDED

Regular Meeting of the Commission **Thursday, October 22, 1992**
1170 Market Street, Sixth Floor **4:00 P.M.**
San Francisco, CA 94102

A M E N D E D

A G E N D A

*** PLEASE NOTE: Public comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- September 24, 1992 Regular Meeting Minutes
- October 3, 1992 Special Meeting Minutes

IV. Executive Director's Report

- Come Into The Sun Conference - October 14, 1992
- Bay Area/San Francisco Women's Consortium

V. NEW BUSINESS

- City Attorney
- MOVE and Oakland Men's Project Fundraiser Event

ACTION: To consider endorsing fundraising event to benefit both organizations.

- Women Officer's Network Fundraiser

ACTION: To endorse the Women Officer's Network Fundraiser.

VI. OLD BUSINESS

- Regular Commission Meeting Time Change from 4:00 - 4:30 P.M.

ACTION: To adopt 4:30 as the new time for the regular commission meeting time.

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VII. COMMITTEE REPORTS

- **Outreach Committee**
  - Re-naming Outreach Committee
  - Approve nominations for Committee members
  - Regular Meeting Time for Committee Meetings
- **Domestic Violence Committee**
  - October 15, 1992 Domestic Violence Awareness Month Event
- **Women in the Workplace Committee**

  No Report.

VIII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE OCTOBER 22, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on October 22, 1992 in the Sixth Floor Conference Room at 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

STAFF PRESENT

Sharon Johnson
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:02 P.M.

AGENDA

m/c/s (Tillman) to adopt the agenda as written.

MINUTES

September 24, 1992 Regular Meeting Minutes

m/c/s (Chang) to adopt the minutes of the September 24, 1992 Regular Meeting as written.

October 3, 1992 Special Meeting Minutes

m/c/s (Colombano) to adopt the minutes of October 3, 1992 Special Meeting Minutes with the following changes:

- *On Page 2 under COSW Accomplishments: current services, etc. "Respected, connections with other women's organizations" should be clarified to state which women's organizations COSW has connections with, for example, commission liaison connections.*
- *On Page 2 under Positive aspects of the commission: Add: Respect for Judith Klain and Leatrice Miyashiro's work.*
- *On Page 3 under What do we need?: Change "Better Friends Committee" to Development of Friends Committee with Active Role with the Mayor.*
- *On Page 3, correct spelling of "stationary" to stationery.*
- *On Page 3 under Last Year's Goals and Priorities: Change "Liz Claiborne Connection" to Liaison of Liz Claiborne and Partner's Ending Domestic Violence Abuse.*

. *On Page 4 under Negative Points:*
Change "Women of Color Issues not brought up" to Women of Color Issues needs to be included and expanded.
Change "Immigrant Women Issues not brought up" to Immigrant Women Issues needs to be included and expanded.

. *On Page 5 under Liaison Representatives:*
Change "Youth and Girls" to Girl's Leadership Project.

NOTE: Commissioner Rivera arrived at 4:11 P.M.

EXECUTIVE DIRECTOR'S REPORT

Come Into The Sun Conference - October 14, 1992

The Come Into The Sun Conference was very successful with over 160 participants. A written report will be prepared from this conference. Commissioners Chang, Ito, Tillman and Colombano reported their views and impressions of the event.

Bay Area/S.F. Women's Consortium

"Second Tuesday" sponsored by the Bay Area/S.F. Women's Consortium is an after-election political analysis event being held on November 10, 1992 at 6:30 P.M. at the State Building at 450 Golden Gate Avenue.

NEW BUSINESS

City Attorney

President Ito welcomed back Miriam Morley from the City Attorney's Office who introduced Julie Moll, the new representative for COSW.

Miriam Morley gave a comprehensive explanation of the Brown Act for the benefit of the commissioners and staff that included these points:

- *The Brown Act is the State's Public Meeting Act which requires that meetings be open to the public and includes commission and committee meetings.*
- *Since COSW consists of seven commissioners, a quorum would be four commissioners.*
- *When socializing with other commission members, commissioners should refrain from discussing commission business.*
- *The Brown Act also applies to advisory committees except when the Executive Director has formed the committee.*
- *Whenever a commissioner is on a city committee, the meeting is covered by the Brown Act.*
- *When the Brown Act rules are broken, if any action has taken place, that action is invalid.*
- *If there is no quorum at a meeting, no action or meeting can take place, but a discussion can be held with people in attendance.*

- *Exceptions to the Brown Act include:*

  . *Personnel Issues such as appointments and disciplines*
  . *Attorney/Client sessions*

  These can be held in closed sessions but must be calendared.

- *Notices and Agendas must be posted with the Documents Department at the Library 72 hours in advance of meeting.*

- *No action can be taken on a subject that is not on the Agenda.*

- *Resolutions can be amended in discussion at meetings.*

- *The Public has the right to speak before an action takes place with a 3-minute time limit and receive any written materials for issues discussed at meeting.*

- *Commissioners should deal directly with the Executive Director when it comes to any type of commission business.*

- *If there is a vacancy on the commission, a quorum would still consist of four commissioners.*

- *For commissioners to avoid any confusion when participating in a public event, they should state that they are not acting on behalf of COSW. If there are four commissioners present at a city meeting, since this would constitute a quorum, one of the commissioners should leave.*

Julie Moll would get back to the commission regarding questions not answered.

President Ito thanked Miriam Morley for the great presentation and for all the work she has done for the commission.

MOVE and Oakland Men's Project Fundraiser Event

The event: "Hands Across The Bay - Communities Together To Stop Violence" to benefit MOVE (Men Overcoming Violence) and (OMP) Oakland Men's Project will be held on Sunday, November 15, 1992 from 3 - 5 P.M. at the Oakland Sailboat House near Fairyland on Lake Merritt.

Motion (Colombano) to endorse MOVE and Oakland Men's Project Fundraiser event.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan, Tillman

Women Officer's Network Fundraiser

Presently, the Women Officer's Network is a support group for women officers and has filed to be recognized as a labor organization. They would like to get involved with the community and issues such as domestic violence and criminal justice for women. The fundraiser has been tentatively scheduled for January, 1993.

Motion (Chang) to support the Women Officer's Network Fundraiser.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan, Tillman

OLD BUSINESS

Regular COSW Meeting Time Change from 4:00 - 4:30 P.M.

Motion (Sullivan) to adopt 4:30 P.M. as the new COSW regular meeting time.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Nay: Ito

COMMITTEE REPORTS

Outreach Committee

Renaming Outreach Committee to Community Relations Committee

The committee decided to rename the committee to the Community Relations Committee.

Approve nominations for committee members

No nominations were approved at this meeting. It will be tabled to the December regular commission meeting.

Regular Meeting Time for Committee Meetings

Next scheduled committee meeting will be November 30 at 9 A.M. The regular committee time will be decided at the January meeting.

Domestic Violence Committee

October 15, 1992 Domestic Violence Awareness Month Event

The Executive Director commented on how well the event was executed. President Ito commended the staff for their hard work and excellent presentation. The event was well received by the public, the Mayor, city officials and domestic violence agencies. The commissioners participation showed great unity and President Ito stressed how important this image was for the commission.

Women in the Workplace Committee

The next committee meeting will be December 3, 1992 at 11:30 A.M.

LIAISON REPORTS

Friends Committee

Commissioner Sullivan reported on the Friends Committee meeting held on October 20, 1992. Eva Merrick, the co-chair of the committee gave a brief history of the committee. They have applied for non-profit status and the process will end shortly. The following topics were also discussed:

- *Newsletter*
- *Town Hall meetings*
- *Interns/Media Alliance*
- *Office Space-Sublet*
- *Expand Committee to 10-15 members*
- *Change of Committee structure to Board of Directors*
- *Tentative event being planned for February 14, 1993 entitled "Be Your Own Valentine"*

- *Different Types of Event:*
  - *Public Relations with broader scope*
  - *Fundraising*
- *Looking at Goal of raising $10,000*
- *Commissioners were asked to provide committee with their resumes.*
- *Doing questionnaire - orientations*
- *Highest priority is fundraising.*

Girl's Leadership Committee

Commissioner Tillman has already attended two meetings of the Girl's Leadership Committee. They are held on the third Wednesday of every month from 6-8 P.M. at the UCSF Bldg. on Folsom. The committee has raised in excess of $100,000 with a goal to open a site in Sunnydale Projects by 1993. The GASA (Girl's After School Academy) goals are to develop empowerment and enrichment with emphasis for African-American girls and also other ethnic minorities inhabiting the Sunnydale area. The committee is seeking to involve tenants associations and hire resident organizers. The girls that would be involved in this program would be 10-16 years of age with an array of activities.

Women's Health Advisory Committee

Sharon Johnson reported that the committee has developed a structure of four subcommittees. The next meeting of the committee will be on November 2, 1992 to approve the structure. There are 25 members in the committee and Ms. Johnson believes it is a well-formed committee.

Regional Sexual Harassment Committee

There will be an October 31, 1992 meeting of the Regional Sexual Harassment Committee hosted by Joan Leslie of Contra Costa County COSW.

PUBLIC COMMENT

None.

ANNOUNCEMENTS

Sharon Johnson reported that the Real Estate Department notified the COSW staff that their office move to 25 Van Ness would happen on the week of November 16th. She also stated that Commissioner Sullivan has arranged for an intern to work in the office starting in January for 3 months. Ms. Johnson emphasized to the commissioners that all work assignments should be given to her and not her secretary.

Commissioner Chang reminded everyone of the Women's Voices '92 event happening on October 23, 1992 at 2 P.M. This is a joint project of the MS. Foundation for Women and the Center for Policy Alternatives.

The Asian Women's Shelter Fundraiser will be held on October 24, 1992 at 6 P.M. at the Asian Art Museum.

Event for Susan Griffith's "Chorus of Stones" book on war will be held on Veteran's Day.

Linda Marks (Public in Attendance) invited everyone to participate in the Women & Girl's 5K Walk/Run/Racewalk/Roll to benefit 10 Bay Area Non-Profit Women's Organizations to be held on November 15, 1992 at 9 A.M. in Golden Gate Park.

President Ito announced the PAAWBAC (Pacific Asian American Women Bay Area Coalition) 1992 Woman Warrior Scholarship Awards Reception happening October 29, 1992 at 6:00 to 8:30 P.M. at Oritalia at Ghirardelli Square.

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:03 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission **Thursday, November 19, 1992**
1170 Market Street, Sixth Floor **4:30 P.M.**
San Francisco, CA 94102

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A G E N D A

*** PLEASE NOTE: Public comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- October 22, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

- International Visitors Bureau
- "Women's Voices: A Joint Project"
- "Second Tuesday"

V. NEW BUSINESS

- Budget Fiscal Year 93-94

ACTION: To approve Baseline Budget Fiscal Year 93-94

- Civil Service Performance Appraisal
- Women's History Essay and Poster Contest
- ACLU - 19th Annual Bill of Rights Celebration
- "Breaking Through" Booklet

ACTION: To approve final copy of booklet.

- Change Women in the Workplace Committee name to Women and Employment Committee

ACTION: To approve name change of committee.

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- Update and/or Approval of Committee members/nominees
    - Community Relations Committee
    - Women in the Workplace

ACTION: To approve committee members.

VI. COMMITTEE REPORTS

- **Domestic Violence Committee**
    - California Alliance Against Domestic Violence Legislative Bills for 1993
    - 1992-93 Committee Goals
- **Community Relations Committee**

  No Report.
- **Women in the Workplace Committee**

  No Report.

VII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE NOVEMBER 19, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on November 19, 1992 in the Sixth Floor Conference Room at 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

MEMBER EXCUSED

Commissioner Louette Colombano

STAFF PRESENT

Sharon Johnson
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:37 P.M.

AGENDA

m/c/s (Chang) to adopt the agenda as written.

MINUTES

October 22, 1992 Regular Meeting

m/c/s (Chang) to adopt the minutes with the following changes:

- On Page 4 under OLD BUSINESS, Regular COSW Meeting Change from 4:00 - 4:30 P.M., the ROLL CALL VOTE should be Ayes: Cameron, Chang, Rivera, Sullivan, Tillman Nay: Ito, Colombano.
- On Page 5 under Announcements: "Event for Susan Griffith's should be Susan Griffin.

EXECUTIVE DIRECTOR'S REPORT

International Visitor's Bureau

Sharon Johnson informed the commission that COSW has a strong link with the International Visitor's Bureau and receives visitors several times a year. She asked the commissioners if

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they would like to participate in greeting these visitors. The commissioners expressed interest and therefore would be notified the next time someone is visiting.

"Women's Voices: A Joint Project"

This event was held at the Women's Building and was sponsored by the Ms. Foundation and the Center for Women's Policy. More copies of the information packet, which was very well designed, will be distributed to commissioners.

"Second Tuesday"

Sharon Johnson reported on the successful event held after the election. It was sponsored by various women's organizations. Panelists included Julianne Malveaux - Economist, David Binder - Pollster, Susan Yoachum of the Chronicle and Kate Karpilow of CEWEAR.

PUBLIC COMMENT
An open discussion with commissioners and the public in attendance was held regarding how the media presents women. Sharon Johnson informed everyone of an organization, "Women Are Good News". This organization investigates such concerns.

A suggestion was made to write to Hillary Clinton inviting her to visit COSW if she is in the Bay Area to obtain her view of women's issues. President Ito suggested that the Community Relations Committee work on this topic.

NEW BUSINESS

Budget Fiscal Year 93-94

The Executive Director presented the COSW Baseline Budget for 1993-94 Expenditures to the commission. She stated that the city is facing a $200 million budget deficit next fiscal year. The Mayor has asked for a 93/94 Baseline Budget based on 92/93 budget. Revised 92/93 Budget for COSW is $1,158,399.00. The 93/94 Baseline Budget is $1,190,428.00 including contract COLAs.

This report is a preliminary baseline budget and further negotiations will be made between now and February 1, 1993. It will be discussed at the next two commission meetings.

Motion (Sullivan) to adopt the Baseline Budget 1993/94 for COSW.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Ito, Rivera, Sullivan and Tillman Excused: Colombano

Civil Service Performance Appraisal

President Ito and Vice President Rivera both attended the Civil Service Commission training session for Performance Appraisals. President Ito stated that the commissioners are responsible for submitting performance appraisals for the Executive Director of the commission.

In following Civil Service guidelines, the commissioners will hold an executive session (closed meeting) with the Executive Director in December following the regular commission meeting. A letter will also be submitted to Civil Service Commission stating that due to the fact that the commissioners were recently appointed, the performance evaluations will be submitted March, 1993.

Women's History Essay and Poster Contest

Aurora Garcia of the San Francisco National Organization for Women (S.F. NOW) requested that the commission sponsor their annual "Women's History Essay and Poster Contest" at City Hall next March. President Ito suggested that Ms. Garcia follow-up with Commissioner Tillman of the Community Relations Committee.

ACLU - 19th Annual Bill of Rights Celebration

The ACLU Foundation of Northern California will be holding it's 19th Annual Bill of Rights Day Celebration at the Westin St. Francis in San Francisco on December 6, 1992 and are seeking sponsorship.

Motion (Cameron) to sponsor the ACLU - 19th Annual Bill of Rights Celebration.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Ito, Rivera, Sullivan, Tillman Excused: Colombano

"Breaking Through" Booklet

Judith Klain presented the final draft of the booklet "Breaking Through" about upward mobility in Civil Service. Ms. Klain informed the commission that the previous Women in the Workplace Committee had assisted in the development of the booklet.

Motion (Chang) approve the booklet "Breaking Through" with provision that any change requests should be brought to Judith Klain by November 24, 1992.

ROLL CALL VOTE WAS TAKEN: Cameron, Chang, Ito, Rivera, Sullivan, Tillman Excused: Colombano

Change Women in the Workplace Committee name to Women and Employment Committee

On behalf of Commissioner Colombano, Judith Klain requested the committee name change. She reminded the commission the name change was discussed at the retreat.

Motion (Tillman) move to approve the name change of the Women in the Workplace Committee to Women and Employment Committee.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Ito, Rivera, Sullivan, Tillman Excused: Colombano

Update and/or Approval of Committee members/nominees

Community Relations Committee

Commissioner Tillman has three women nominees and Commissioner Cameron has two for the Community Relations Committee. Names will be presented at the next regular commission meeting in December.

Women and Employment Committee

Judith Klain introduced two nominees to the Women and Employment Committee: Rose Melendez and Dorka Keehn. Other nominees included: Maria Abadesco, Lina Avidan, Barbara Byrd, Karen Carter, Monica Gleaves Cummings, Linda Jofuku, Li Cho, Donna Levitt, Frances Pinnock, Rumi Ueno, Dawn Walker, Anna Wong, Commissioner Chang and Commissioner Colombano.

Motion (Tillman) move to approve the members in the Women and Employment Committee.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Ito, Rivera, Sullivan, Tillman Excused: Colombano

COMMITTEE REPORTS

Domestic Violence Committee

California Alliance Against Domestic Violence Legislative Bills for 1993

Commissioner Chang reported that Debbie Lee of Family Violence Prevention Fund will provide a legislative packet of domestic violence bills in the near future for the Commission to take action.

1992-93 Committee Goals

Commissioner Chang cited the three primary goals of the committee:

- Continue follow-up with City departments on the Charan Investigation recommendations.
- Continue public awareness of Domestic Violence.
- Improve coordination and provision of domestic violence services (ie. Ex. transitional housing).

The Emergency Protective Orders issue brought up by the San Francisco Domestic Violence Consortium will be addressed through the Charan follow-up. Rose Melendez stated that Police Chief Ribera is very interested in domestic violence issues.

Community Relations Committee

No Report.

Women and Employment Committee

President Ito announced that Commissioner Sullivan has resigned from the Women and Employment Committee and will focus on the Friends Committee.

LIAISON REPORTS

Friends Committee

Commissioner Sullivan reported that the Friends Committee is planning a fundraiser next year. Tentative location is at the San Francisco AIDS Foundation. Eva Merrick of the Friends Committee has requested the commissioners donate $20.00 each for the event. The Women's Philharmonic has consented to participate. Commissioners were asked to suggest companies that would help with in-kind donations that would be tax-deductible and refer names to Commissioner Sullivan.

Commissioner Tillman suggested that the fundraiser be held in March next year in conjunction with Women's History Month.

Girl's Leadership Committee

Commissioner Tillman reported that the Girl's Leadership Committee has raised $161,000 for their program. They are seeking an Outreach Worker to recruit girls for the program.

Women's Health Advisory Committee

The Women's Health Advisory Committee has been divided into three sub-committees.

- Provider - all providers including private and public sector
- Consumer - identify population
- Models - researching universal health care

Sharon Johnson participated in the first Consumer sub-committee meeting where they are designing a survey/questionnaire. The next full meeting will be at the end of January.

Regional Sexual Harassment Committee

A letter to COSW was sent by the Joan Leslie Group of the Regional Sexual Harassment Committee requesting COSW present a series of public service announcements on sexual harassment on local radio stations. This issue will be taken up by the Women and Employment Committee. It will be discussed at the next COSW commission meeting.

PUBLIC COMMENT

Mickey Rosario stated that her plumbing supplies company can help the Girl's Leadership Project with in-kind work. She also reported that the Elizabeth Fry Center Day Care Center for children of women serving time is in jeopardy of closing down due to city funds being cut this year. Ms. Rosario requested COSW write a letter to city officials to reinstate funds for the center. Sharon Johnson suggested that she contact the "Come Into The Sun Coalition" for assistance. Commissioners Chang and Tillman gave further funding source information to Ms. Rosario.

ANNOUNCEMENTS

A Holiday Party for the volunteers, commissioners and friends of COSW will be held on December 17, 1992 from 2 - 4 P.M. before the regular commission meeting at the COSW office.

President Ito reminded commissioners to refer all questions about the Brown Act to the Executive Director.

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:30 P.M.

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
1170 Market Street, Sixth Floor
San Francisco, CA 94102-4908

Thursday, December 17, 1992
4:30 P.M.

A G E N D A

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- November 19, 1992 Regular Meeting

IV. NEW BUSINESS

- Campaign To Abolish Poverty
- International Women's Rights Hearing

ACTION: To consider co-sponsorship of Hearing on February 8, 1993.

- City's Affirmative Action Plan

ACTION: To approve city department's affirmative action plan.

V. OLD BUSINESS

- 93/94 COSW Budget Update

VI. COMMITTEE REPORTS

- **Community Relations Committee**
  - Nominations of Committee Members
  - S.F. NOW's Essay and Poster Contest
  - Women's History Month
- **Women and Employment Committee**
  - Update
  - Approve Committee Members

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- **Domestic Violence Committee**

  No Report.

VII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Project**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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Commission on the Status of Women
City and County of San Francisco

Executive Session Meeting of the
Commission On Status Of Women
1170 Market Street, Sixth Floor
San Francisco, CA 94102-4908

Thursday, December 17, 1992
Time: Following regular
COSW meeting

A G E N D A

* According to Government Code #54957, the commission will hold an Executive Session (closed meeting).

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- Performance Evaluation/Executive Director

IV. ADJOURNMENT

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FAX 415/ 431-5764
1170 Market Street, Sixth Floor
San Francisco, CA 94102-4908

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Commission on the Status of Women
City and County of San Francisco

MINUTES OF THE DECEMBER 17, 1992 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women was held on December 17, 1992 in the Sixth Floor Conference Room at 1170 Market Street, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louettee Colombano
Commissioner Gwendolyn Tillman

MEMBER EXCUSED

Commissioner Patricia Sullivan

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STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:40 P.M.

ADOPTION OF AGENDA

m/c/s (Chang) to adopt the agenda as written.

NOTE: President Ito reminded commissioners of the Executive Session Meeting following the regular COSW meeting.

ADOPTION OF MINUTES

November 19, 1992 Regular Meeting

m/c/s (Tillman) to adopt the minutes as written.

NEW BUSINESS

Campaign to Abolish Poverty

President Ito introduced Barbara Arms representing the Campaign to Abolish Poverty who gave a brief history of the organization. Ms. Arms explained that the previous commission had endorsed their 10-point program. They are presently seeking endorsement of the Federal Jobs Project, a broad-based, comprehensive program that would include service as well as construction jobs.

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San Francisco, CA 94102-4908

Motion (Ito) to endorse the Federal Jobs Program for the Campaign to Abolish Poverty Organization.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Tillman Excused: Sullivan

International Women's Rights Hearing

Rosario Navarrette reported on the first world conference on Human Rights to be held in 25 years that will be in Vienna next year. In conjunction with this conference, San Francisco will be holding a hearing focusing on Human Rights Abuses Against Immigrant and Refugee Women in the United States. This hearing will be held during the week of February 8, 1993 at Fort Mason. Ms. Navarrette, who is on the steering committee, asked the commission to co-sponsor the hearing. A list of needed services that the hearing committee would ask for is forthcoming.

Motion (Colombano) to co-sponsor the International Women's Rights Hearing on February 8, 1993 at Fort Mason.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Tillman Excused: Sullivan

City's Affirmative Action Plan

Judith Klain explained that last year, a hearing was held whereby the City Administrative Code 16.9-24 was amended to have COSW together with the Human Rights Commission and Civil Service Commission - Equal Employment Opportunity Unit, monitor and approve city department's affirmative action plans.

m/c/s (Tillman) to approve the city's affirmative action plans.

OLD BUSINESS

93/94 COSW Budget Update

Sharon Johnson stated that there were no further changes regarding the overall city budget from the Mayor's office. Voluntary work furlough packets were distributed to city employees and will be submitted to the Mayor's office.

The Commissioners were reminded that COSW was established by ordinance and is not a "chartered commission" through the election process. Four Supervisors could place on the ballot a proposition to establish COSW as a chartered commission. It was agreed to place this topic on the March agenda for further discussion.

COMMITTEE REPORTS

Community Relations Committee

Nominations of Committee Members

Commissioner Tillman submitted five names for committee members: Rose Resnick, Carmen Vazquez, Terri Hanagan, Lorinda Coombs and Michelle Imai.
m/c/s (Ito) move to accept the names of nominating members to the Community Relations Committee.

S.F. NOW Essay and Poster Contest

The Community Relations Committee has endorsed S.F. NOW's Essay and Poster Contest at City Hall for a March display. Commissioner Tillman stated that she will contact the Special Events Coordinator, Robert Newman at City Hall to check on the policy for displays at city hall. The organization needs endorsement from a city department to display at city hall.

m/c/s (Colombano) to sponsor the S.F. NOW's Essay and Poster Contest at City Hall for the first two weeks in March.

Women's History Month

Commissioner Tillman stated that their committee had asked other organizations what their plans were for Women's History Month in March.

Sharon Johnson added that the California COSW hosts the Cavalcade of Women Luncheon every year in March and names of nominees will need to be selected.

The Bay Area Career Women's organization will honor Commissioner Cameron at the LAVA Awards Dinner. President Ito congratulated Commissioner Cameron of the honor.

Women and Employment Committee

Update

Commissioner Colombano reported on the first Women and Employment Committee meeting. She feels there is a good mixture of women and that it will be a successful committee.

Judith Klain explained that some members requested to be standing members instead of permanent members and therefore another vote was needed from the commission.

m/c/s (Colombano) move to approve amendments to committee members in the Women and Employment Committee.

Domestic Violence Committee

No Report.

LIAISON REPORTS

Friends Committee

The COSW Fundraiser is scheduled for March 3, 1993 from 5:30 - 7:30 P.M. at 25 Van Ness.

Girl's Leadership Project

Commissioner Tillman stated that the Girl's Leadership Project met and have raised a total of $230,000. Interviews for the position of community organizer has been conducted and the person selected. They are also working on a job description for the executive director's position.

Women's Health Advisory Committee

Sharon Johnson reported that the next full Women's Health Advisory Committee meeting would be on January 14, 1993. The subcommittee that Ms. Johnson is working on is creating a survey to determine the health care needs of women and girls. The Department of Public Health will design the survey. The next scheduled meeting of the subcommittee is January 4, 1993. Ms. Johnson stated that many people are very interested in participating in the committee's work.

Regional Sexual Harassment Committee

Commissioner Colombano discussed the request from the Joan Leslie Group to do public service announcements on the radio about sexual harassment and she has agreed to do them on her own time.

PUBLIC COMMENT

Vice-President Rivera introduced Bettina Jung who is very close to settling a sexual harassment case against the City. Part of the settlement will go to providing counseling and psychiatric services for women who have experienced sexual harassment. Ms. Jung stated that she would like COSW to receive part of that settlement. Sharon Johnson asked Ms. Jung to contact her to finalize the process of receiving funds.

ANNOUNCEMENTS

President Ito reminded everyone to sign in at the front door with security when coming to COSW.

Commissioner Tillman announced of the job search for the position of Assistant to the General Manager of the Department of Social Services. They are looking for a person of African-American descent.

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:12 P.M.

Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission
25 Van Ness Avenue
San Francisco, CA 94102

Thursday, January 28, 1993
4:30 P.M.

A G E N D A

*PLEASE NOTE: Public comment will be heard after each agenda item.

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- December 17, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

- Citywide Accessibility Policies

V. OLD BUSINESS

- Budget Fiscal Year 93-94

VI. COMMITTEE REPORTS

- Domestic Violence Committee
- Community Relations Committee
- Women and Employment Committee

VII. LIAISON REPORTS

- Friends Committee
- Girl's Leadership Committee
- Women's Health Advisory Committee
- Regional Sexual Harassment Committee

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San Francisco, CA 94102-4908

VIII. ANNOUNCEMENTS

IX. ADJOURNMENT

This location is wheelchair accessible. Accessible parking available at the Civic Center Plaza Garage located at 355 McAllister, between Polk and Larkin as well as metered and private parking. The closest accessible BART station is located at Civic Center. Accessible MUNI lines are the 42, 47, 49, 7, 6, 71. MUNI Metro lines serving this location are the K, L, M, J and the N. For MUNI info call accessible services at 923-6142. Accessible seating is available. American sign language interpreters and a sound enhancement system will be available upon request, please contact Sharon Johnson at 252-2570 (Voice) or 252-2550 (TTD) 72 hours prior to the meeting. Minutes of the meeting are available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

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Commission on the Status of Women
City and County of San Francisco

Regular Meeting of the Commission **Thursday, January 28, 1993**
25 Van Ness Avenue **4:30 P.M.**
The New Conservatory Theatre - (Lower Lobby)
San Francisco, CA 94102

A M E N D E D A G E N D A

***PLEASE NOTE: Public comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- December 17, 1992 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

- Citywide Accessibility Policies

V. NEW BUSINESS

- Ella Hill Hutch Community Center

ACTION: To endorse Ella Hill Hutch's comprehensive women's program.

- Adoption of Affirmative Action Plans

ACTION: To approve Affirmative Action Plans.

VI. OLD BUSINESS

- Budget Fiscal Year 93-94

VII. COMMITTEE REPORTS

- **Domestic Violence Committee**
  - Update
  - Goals and Timeline

ACTION: To consider adoption of Goals and Timeline of the Domestic Violence Committee.

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- **Community Relations Committee**

  - Goals and Objectives

  ACTION: To adopt the goals and objectives of the Community Relations Committee.

  - Time and Date of Committee Meetings
  - Women's History Month
  - Cavalcade of Women

- **Women and Employment Committee**

  - Update
  - Diamond Walnut Strike

  ACTION: To write a resolution supporting the Diamond Walnut Strike and send a letter to the Mayor and the Board of Supervisors urging them to support the strike.

VIII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

IX. ANNOUNCEMENTS

X. ADJOURNMENT

This location is wheelchair accessible. Accessible parking available at the Civic Center Plaza Garage located at 355 McAllister, between Polk and Larkin as well as metered and private parking. The closest accessible BART station is located at Civic Center. Accessible MUNI lines are the 42, 47, 49, 7, 6, 71. MUNI Metro lines serving this location are the K, L, M, J and the N. For MUNI info call accessible services at 923-6142. Accessible seating is available. American sign language interpreters and a sound enhancement system will be available upon request, please contact Sharon Johnson at 252-2570 (Voice) or 252-2550 (TTD) 72 hours prior to the meeting. Minutes of the meeting are available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

- *American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.*

Accessible parking available at the 8th and Market Streets parking lot. A blue zone is adjacent to the lot.
The closest accessible BART/MUNI Metro station is the Civic Center Station.
Accessible MUNI lines are the 9 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
Please refrain from wearing perfume or other scented products.
To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570

MINUTES OF THE JANUARY 28, 1993 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women (COSW) was held on January 28, 1993 at the New Conservatory Theatre - Lower Lobby at 25 Van Ness Avenue, San Francisco, California.

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MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the Commission was present, President Ito called the meeting to order at 4:37 P.M.

ADOPTION OF AGENDA

m/c/s (Chang) to adopt the agenda as written.

ADOPTION OF MINUTES

December 17, 1992 Regular Meeting Minutes

m/c/s (Rivera) to adopt the minutes with the following correction: Commissioner Colombano's first name should be spelled Louette under MEMBERS PRESENT.

EXECUTIVE DIRECTOR'S REPORT

Citywide Accessibility Policies

Sharon Johnson explained the City's American Disabilities Act policies whereby standard language is added to all commission and committee agendas.

NEW BUSINESS

Ella Hill Hutch Community Center

Elloise Patton presented a "Comprehensive Plan for the Delivery of Services to African American Females in San Francisco" sponsored by Ella Hill Hutch Community Center. They are planning a retreat to develop a supportive program for a center that offers comprehensive referral services to people in the community.

Motion (Colombano) to endorse the comprehensive women's plan at the Ella Hill Hutch Community Center.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Sullivan, Tillman Absent: Rivera

President Ito suggested that the request for a commissioner to serve on the Center's Advisory Committee be postponed until after the retreat. Ms. Patton was requested to update the Commission on the program in the future.

Adoption of Affirmative Action Plans

Judith Klain requested approval for the Affirmative Action Plans for the following city departments: Airport, Assessor, Mayor, Redevelopment Agency, Retirement System and Treasurer/Tax Collector. Three departments have not submitted plans which include City Planning, Fine Arts Commission and the District Attorney's Office.

Motion (Chang) To approve the submitted Affirmative Action Plans.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

OLD BUSINESS

Budget Fiscal Year 93-94

Sharon Johnson gave an update on the Commission's Fiscal Year '93-'94 Budget. It will be submitted to the Mayor on February 1, 1993. The total budget request as submitted by COSW: $1,195,970.

Commissioner Colombano opened a discussion regarding adding funds to the budget for an additional staff person to work on sexual harassment issues. Sharon Johnson stated that including the additional cost at this time is unreasonable considering the state of the City's budget crisis. It was suggested to send a letter along with the budget confirming the need for another

staff person. Ms. Johnson stated that the Mayor is planning a series of community meetings in March. The Commission could plan to enlist speakers to participate in these meetings to raise issues such as sexual harassment or domestic violence.

Lurilla Harris from the audience requested that the schedule of the Mayor's March community meetings be announced at the next commission meeting along with materials on issues to be discussed.

Motion (Rivera) to adopt the COSW budget '93-'94 with a letter to the Mayor indicating that there is a Sexual Harassment responsibility for COSW and insufficient funds for additional staff to handle it.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

COMMITTEE REPORTS

Domestic Violence Committee

Commissioner Chang reported on the committee meeting held on January 19, 1993. Ms. Chang introduced Beth Ann Brown who may be an intern at the Commission in the very near future. Ms. Brown explained the project she will be conducting during her internship to the Commmissioners.

Ms. Navarrette updated the Commission on the progress with the Multiservice Center-North. The Department of Social Services (DSS), COSW, shelters for battered women and the Episcopal Sanctuary are negotiating to reserve two beds at Multiservice Center-North. Those two beds will be occupied by women who are waiting to enter a regular Emergency Shelter for battered women. Originally, the Memorandum of Understanding (MOU) being negotiated was to be between DSS and COSW. However, DSS prefers to have the MOU between DSS and the shelters individually. Some of the considerations of the Center are: Safety, Training, and Case Management by the shelters. The program will begin in March, 1993.

Ms. Navarrette also updated the Commission on the hearing regarding "Women's Rights are Human Rights: Documenting Human Rights Abuses Against Immigrant and Refugee Women in the United States for Presentation to the United Nations" which the Commission had endorsed co-sponsorship at a previous meeting. The United Nations World Conference 1993 will be held in Vienna with the local hearing scheduled for March 8, 1993 at Fort Mason in preparation for the conference. Ms. Navarrette distributed a form listing ways the commissioners could assist in the local

hearing.

The committee's goals were reviewed. Commissioner Cameron suggested that the word "survivor" be used instead of "victim" under Goal III, Section A.

m/c/s (Ito) to adopt the goals of the Domestic Violence Committee.

Community Relations Committee

Commissioner Tillman reported on the committee meeting of January 11, 1993. The goals and objectives of the committee were reviewed. The goals are:

- Develop "How To Get That Appointment" booklet workshop.
- Inform community of "Blueprint for a Better Government" at a public hearing targetted for September, 1993.
- Collaborate with other women's organizations on recognition awards.

Commissioner Tillman introduced committee member Terri Hanagan to the commissioners.

m/c/s (Ito) to adopt the goals of the Community Relations Committee.

The regular Community Relations Committee meeting time will be the third Wednesday of every month at 8 A.M.

Women's History Month Events include:

- Co-sponsor San Francisco National Organization of Women's Poster and Essay Contest for two weeks in March at City Hall.
- Terri Hanagan will approach National Women's Political Caucus about co-sponsoring an event that would feature Senators Boxer and Feinstein.

Women and Employment Committee

Commissioner Colombano reported on the last committee meeting of January 7, 1993. Representatives from the Human Rights Commission gave a presentation on women and minority employment participation in City Contracts. The committee will collaborate with the Human Rights Commission on mutual issues.

Commissioner Colombano informed COSW that Barbara Christe of the Teamsters Union reported on the status of the Diamond Walnut Strike.

During a discussion regarding the City Attorney's advice about liability if the Commission endorsed a union strike action, Judith Klain suggested that the City Attorney's office be invited to a commission meeting to inform the Commission of rules on similar issues involving unions.

In following the City Attorney's advice, the following motion was adopted:

Motion (Ito) To support women worker's rights at Diamond Walnut by writing a letter to express the Commission's concern to involved parties.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano,Ito, Rivera, Tillman Nay: Sullivan

Other topics covered were:

- Recognition of women who work in public service
- Legislative update
- Sexual Harassment & Administrative Hearing Training session will be held on February 23, 1993 at City Hall, Room 168 beginning at 8 A.M.

LIAISON REPORTS

Friends Committee

Marlene Sider of the Friends Committee gave a report on their last meeting. Topics included:

- Planning fundraiser to be held in March at the COSW office.
- Next scheduled meeting will be February 3, 1993, 6 P.M., Flood Building, Room 941 at 870 Market Street.
- Designing stationary logo.
- Fundraising - checking with foundations.

Girl's Leadership Committee

Commissioner Tillman gave an update on the GASA program which will start in March 1993.

Women's Health Advisory Committee

The next scheduled meeting is February 4, 1993.

Regional Sexual Harassment Committee

Commissioner Colombano stated that the January 9th meeting was cancelled and no new date has been set.

ANNOUNCEMENTS

Judith Klain informed everyone of a luncheon to be held January 30, 1992. A woman who has won a class action suit without the assistance of an attorney will be speaking.

Sharon Johnson announced that a woman fired from her job after 23 years of work won a settlement.

PUBLIC COMMENT

Lurilla Harris discussed the following topics:

- Changing the meeting location for the commission meetings.
- Support the "Stop the Giants Giveaway".
- The Alemany Farmer's Market is celebrating their 50th Anniversary.
- Concern for the city charging for agendas and minutes.

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:45 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570

Regular Meeting of the Commission **Thursday, February 25, 1993**
25 Van Ness Avenue, Room 650 **4:30 P.M.**
(located in Commission on Aging Office)
San Francisco, California

A G E N D A

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- January 28, 1993 Regular Meeting Minutes

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IV. EXECUTIVE DIRECTOR'S REPORT

- Come Into The Sun Coalition

V. OLD BUSINESS

- Diamond Walnut Strike

ACTION: To consider adopting resolution and rescinding vote at January 28, 1993 meeting to send letter.

VI. NEW BUSINESS

- Sexual Harassment Hotline Project

ACTION: To send a support letter to the S.F. NOW Education Fund.

- National Association of Commissions for Women (NACW)

ACTION: To consider re-activating membership.

- Women In Action Lobby Day (WIALD)

ACTION: To consider supporting WIALD.

VII. COMMITTEE REPORTS

- **Domestic Violence Committee**
  - Update

- **Community Relations Committee**
  - Women's History Month
  - Recognition Awards
- **Women and Employment Committee**
  - Garment Workers Justice Campaign

  ACTION: To write a letter to Jessica McClintock requesting that she meet with women to mediate a solution.
  - Recognition of Civil Service workers - in collaboration with Community Relations Committee

  ACTION: To endorse recognition program honoring women working for Civil Service.
  - Goals

  ACTION: To adopt committee goals.

VIII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

This location is wheelchair accessible. Accessible parking available at the Civic Center Plaza Garage located at 355 McAllister, between Polk and Larkin as well as metered and private parking. The closest accessible BART station is located at Civic Center. Accessible MUNI lines are the 42, 47, 49, 7, 6, 71. MUNI Metro lines serving this location are the K, L, M, J and the N. For MUNI info, call accessible services at 923-6142. Accessible seating is available. American sign language interpreters and a sound enhancement system will be available upon request. Please contact Sharon Johnson at 252-2570 (Voice) or 252-2550 (TTD) 72 hours prior to the meeting. Minutes of the meeting are available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

2/25/93

MINUTES OF THE FEBRUARY 25, 1993 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women (COSW) was held on February 25, 1993 at 25 Van Ness Avenue, Room 650, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Vice-President Rosa Rivera
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Gwendolyn Tillman

MEMBERS EXCUSED

Commissioner Barbara Cameron
Commissioner Patricia Sullivan

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STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

Noting a quorum of the Commission was present, President Ito called the meeting to order at 4:35 P.M.

ADOPTION OF AGENDA

m/c/s (Colombano) to adopt the agenda with the following change: Move item - under COMMITTEE REPORTS, "Garment Workers Justice Campaign" to follow the "Diamond Walnut Strike" agenda item in OLD BUSINESS.

NOTE: Jean Harris of the Mayor's Office announced that there will be a Community Meeting at the Women's Building at 7:30 P.M. on March 24, 1993. She added that she will inform Sharon Johnson of other upcoming March Budget Community Meetings.

ADOPTION OF MINUTES

January 28, 1993 Regular Meeting Minutes

m/c/s (Chang) to adopt the minutes as written.

EXECUTIVE DIRECTOR'S REPORT

Come Into The Sun Coalition (CITS)

Sharon Johnson reported that the CITS Coalition is working toward non-profit status and working with YWCA as a fiscal agent. The next scheduled subcommittee meeting will be March 5, 1993. There

will also be a longer meeting on March 25, 1993 to formalize structure.

OLD BUSINESS

Diamond Walnut Strike

Judith Klain introduced Julia Moll of the City Attorney's Office who was asked to attend to give her office's view on labor issues. She explained that at this time, the City Attorney's office can give no definite guidelines to follow on labor issues because it has never been decided.

A discussion followed and a motion was made.

Motion (Ito) to send a letter to Diamond Walnut supporting the workers concerns and for the Commission to continue discussion with the City Attorney's office regarding handling labor issues.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera and Tillman. Excused: Cameron and Sullivan

COMMITTEE REPORTS

Women and Employment Committee

Garment Workers Justice Campaign

Guests in the audience introduced themselves. Speakers included representatives from: Asian Immigrant Workers Association (AIWA), San Francisco Fashion Industries and the Mayor's Office.

Latika Malkani of AIWA presented the history of her organization and the current garment workers campaign regarding Jessica McClintock Incorporated.

Ken Wong translated for Choy Fun, a garment worker, who gave an account of her experience working for Lucky Sewing.

Ms. Malkani explained the present system in the garment industry.

Randall Harris, Executive Director of San Francisco Fashion Industries presented the industries views.

Linda Mjellem, Director of Business Assistance for the Mayor's Office presented her office's view on this case.

Jean Harris of the Mayor's Office commended COSW for taking

the lead in previewing women's issues.

After a lengthy discussion, the following motion was made.

Motion (Colombano) to write a letter to Jessica McClintock Inc. to request a meeting with garment workers of AIWA to discuss their concerns.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito

Commissioner Rivera suggested an amendment to the motion: Other manufacturers who used Lucky Sewing as a subcontractor would also be invited to the meeting.

Commissioner Colombano agreed to the amendment.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera and Tillman Excused: Cameron, Sullivan

NEW BUSINESS

Sexual Harassment Hotline Project

Dorka Keehn of San Francisco National Organization of Women (SFNOW) requested the Commission's endorsement for their Sexual Harassment Hotline program. Commissioner Chang offered Ms. Keehn the suggestion of a model multilingual program as at Asian Women's Shelter.

Motion (Rivera) to write a support letter to SF NOW Education Fund endorsing their Sexual Harassment Hotline program.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera Excused: Cameron, Tillman, Sullivan

National Association of Commissions for Women (NACW)

Sharon Johnson recommended the Commission consider joining the NACW.

m/c/s (Ito) motion to consider re-activating membership of NACW.

Women In Action Lobby Day (WIALD)

Sharon Johnson recalled that WIALD was very successful last year and urged the Commission to participate this year.

m/c/s (Chang) motion to support Women In Action Lobby Day.

COMMITTEE REPORTS

Domestic Violence Committee

Update

Commissioner Chang gave an update which included:

- The committee is in the process of site visits to domestic violence shelters.
- Thirteen agencies were identified to work for Implementation of the Charan Investigation.
- Relationship of substance abusers and domestic violence.
- International Women's Day Event is March 8, 1993

Community Relations Committee

Sharon Johnson stated that the committee had met on February 17, 1993. Topics discussed:

- COSW's co-sponsorship with National Women's Association Political Caucus (NWAPC) on panel discussion on Sexual Harassment and Employment issues on March 17, 1993.
- San Francisco National Organization for Women begins display at City Hall for two weeks.
- Recognition Award for women civil service employees being worked on with the Women and Employment Committee.

Women and Employment Committee

Recognition of Civil Service Workers

Commissioner Colombano stated that the committee is working on guidelines for a ceremony in recognition of women city workers. They are targeting June for the ceremony date and will be working in conjunction with the Community Relations Committee.

m/c/s (Colombano) motion to endorse recognition program for civil service employees.

Goals of Women and Employment Committee

Commissioner Colombano reviewed committee goals.

m/c/s (Chang) motion to adopt Women and Employment Committee goals.

LIAISON REPORTS

Friends Committee

Marlene Sider of the Friends Committee stated that the COSW Friends Committee Fundraiser will be held on March 24, 1993 from 5:30 to 7:00 P.M on the 5th Floor at 25 Van Ness Avenue. She is working with the media and has scheduled a taped interview for Sharon Johnson with Channel 7's Marketplace program.

Girl's Leadership Committee

Sharon Johnson stated that Commissioner Tillman reported that the Girl's After School Academy (GASA) had filled the Executive Director's position for their organization.

Women's Health Advisory Committee

Sharon Johnson reported that Raymond Baxter of the Health Department had met with Supervisor Barbara Kaufman on health issues for women before she went to Washington.

Regional Sexual Harassment Committee

Commissioner Colombano stated that the committee had not met.

PUBLIC COMMENT

None.

ANNOUNCEMENTS

The following announcements were made:

- President Ito announced that she would not be present for the March Commission meeting and Vice-President Rivera would conduct the meeting.
- Vice-President Rivera and Commissioner Chang both will not be at the April Commission meeting.

- Special Meeting to complete the Executive Director's Performance Evaluation will be held on April 14, 1993 from 5:00 to 7:00 P.M.

- Sharon Johnson stressed to commissioners to hand in their Form 790 - (Statement of Economic Interests for Designated Employees) before April 1 into the COSW office. There is a $10 fine every day after April 1.

- Sharon Johnson asked the commissioners if they would be attending the International Women's Day Luncheon on March 8, 1993.

- Commissioner Colombano commended Judith Klain on the Sexual Harassment Pilot Training that was held in February.

- Vice-President Rivera stated that she spoke to Police Chief Ribera and he stated that the meeting he had with COSW staff was very positive.

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 7:37 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission **Thursday, March 25, 1993**
25 Van Ness Avenue, Room 650 **4:30 P.M.**
(located in Commission on Aging Office)
San Francisco, California

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A G E N D A

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- February 25, 1993 Regular Meeting Minutes

IV. EXECUTIVE DIRECTOR'S REPORT

- Come Into The Sun Coalition

V. NEW BUSINESS

- Domestic Violence Experts Panel Funding Recommendations
- AB 2115 - Hilda Solis: Domestic Violence Legislation: For the Courts to make interpreters available in domestic violence cases where the parties are low income.
- Family Court: Custody cases, new proposed rules and their impact on battered women.
- Approve Supplemental Appropriation for $17,500 for Sexual Harassment Code of Conduct
- Request to Mayor for $80,000 for 93-94 FY as continuation of the supplemental
- Update on Affirmative Action Review
- Approval of Fine Arts Museum Affirmative Action Plan

VI. COMMITTEE REPORTS

- **Domestic Violence Committee**
  - Update
- **Community Relations Committee**
  - Workshop- How to Get That Appointment
  - City Employee Recognition Award
  - Outreach Plan of Action
- **Women and Employment Committee**
  - Update
  - Endorsement of the Coalition to Raise the Minimum Wage
  - AJR 1 and SJ 40 - Equal Rights Amendment
  - AB 158(Friedman) Employment Sick Leave

VII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Regional Sexual Harassment Committee**

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES OF THE MARCH 25, 1993 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women (COSW) was held on March 25, 1993 at 25 Van Ness Avenue, Room 650, San Francisco, California.

MEMBERS PRESENT

Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

MEMBER EXCUSED

President Caryl Ito

STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

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Noting a quorum of the Commission was present, Vice-President Rivera called the meeting to order at 4:42 P.M.

ADOPTION OF AGENDA

Motion (Colombano) to adopt the agenda with the following change: Move item under Women and Employment Committee: "Endorsement of the Coalition to Raise the Minimum Wage" to follow the Executive Director's Report.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Colombano, Rivera, Sullivan, Tillman Absent: Chang, Ito

ADOPTION OF MINUTES

February 25, 1993 Regular Meeting Minutes

m/c/s (Tillman) to adopt the minutes as written.

EXECUTIVE DIRECTOR'S REPORT

Come Into The Sun (CITS) Coalition

Sharon Johnson presented an update of the CITS meeting. Information included:

- The coalition is working toward achieving non-profit status.
- Organizational structure, mission statement and goals will

be presented at April's commission meeting.

- CITS is considered a model program throughout the state for female incarcerated women.

(NOTE: Commissioner Chang entered the meeting at 5:00 P.M.)

Endorsement of the Coalition to Raise the Minimum Wage

Commissioner Colombano introduced Lora Jo Foo of the Asian Law Caucus who gave a history of minimum wage in California. The present minimum wage is $4.25 an hour and the Coalition would like it raised to $6.20 an hour. Ms. Jo Foo introduced Kathy Gillespie who stated that raising the minimum wage would especially help poor families with single head of households primarily who are women.

Motion (Colombano) to endorse the Coalition to Raise the Minimum Wage.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Excused: Ito

* (The regular agenda was resumed.)

Domestic Violence Experts Panel Funding Recommendations

Rosario Navarrette began a discussion regarding the Domestic Violence Experts Panel recommendations for re-funding of the domestic violence agencies presently receiving funds through the Commission.

Commissioner Chang gave a description of the Domestic Violence Experts Panel membership. She explained how site visits were made and evaluations were written. These evaluations were distributed.

Commissioner Chang asked the commissioners to bifurcate the re-funding recommendations with motions for those being re-funded and those not being refunded. Discussion continued with the following motion made.

Motion (Chang) to approve re-funding of the following agencies for FY 1993-94:

Asian Women's Shelter
Family Violence Prevention Fund
Nihonmachi Legal Outreach
Donaldina Cameron House
La Casa de Las Madres
S.F. Bar Association Cooperative Restraining Order Clinic
San Francisco Neighborhood Legal Assistance Foundation
St. Vincent de Paul Society/Brennan House
St. Vincent de Paul Society/Rosalie House
WOMAN, INC.
S.F. Bar Association Volunteer Legal Services

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Excused: Ito

Commissioner Chang then explained the original recommendation by the Experts Panel for re-funding Community United Against Violence (CUAV). The recommendation was that CUAV continue to receive funding till June 1993 with 1993-94 funding be considered at the June COSW meeting. A list of conditions and accomplishments that needed to be met for consideration of refunding were included. At the time the recommendation was made, the Experts Panel took into consideration that a Lesbian Domestic Violence Coordinator had been recently hired by CUAV to begin fulfilling the contract agreement. However, because the Coordinator had since resigned, Commissioner Chang expressed a concern for CUAV's ability to carry out the contract agreement before June 30, 1993.

Representatives from CUAV who spoke on behalf of CUAV were Guillermo Pena, Program Coordinator and Leigh A. Kirmsse of Heller, Ehrman, White & McAuliffe, an attorney who serves on the Board of Directors at CUAV.

Wenny Kusuma, the Executive Director of WOMAN, INC. expressed her viewpoint as the Co-Chair of the Domestic Violence Consortium, and then as executive director of WOMAN, INC., a consultant agency to CUAV.

Rosario Navarrette explained that CUAV had not met their contractual agreements.

A lengthy discussion followed and after further review, the following motion was made.

Motion (Chang) to discontinue funding to CUAV for FY '92-'93.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Rivera, Sullivan, Tillman Abstain: Cameron Excused: Ito

After further discussion regarding FY 1993-94 funding, another motion was made.

Motion (Chang) to discontinue funds to CUAV for FY 1993-94.
ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Rivera, Sullivan, Tillman Abstain: Cameron Excused: Ito

Commissioner Chang stated that CUAV is welcome to apply for funding in the future.

AB 2115 - Hilda Solis: Domestic Violence Legislation

Rosario Navarrette stated that AB 2115 would require the courts to

provide interpreters for parties of low income domestic violence cases.

Motion (Chang) to support AB 2115.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Excused: Ito

Family Court: Custody cases, new proposed rules and their impact on battered women

Rosario Navarrette, Jerel McCreary and Ken Thiesen of San Francisco Neighborhood Legal Assistance Foundation (SNFLAF) discussed the new proposed rules in Family Court of San Francisco regarding custody and visitation rights for children in domestic violence cases. The new rules would subject the victim and batterer to confront each other more times than is current practice in cases that are handled by private attorneys. The issue of safety in the courts is a major issue in domestic violence cases.

Motion (Chang) to send a letter to Family Court and Family Court Services expressing COSW's concern about the implementation of new proposed rules in Family Court. State that the new rules should not result in multiple number of appearances for victims of domestic violence and when implementing, Family Court Services ensure the mediators are properly trained and prioritized in cases of victims of domestic violence. Family Court should resolve the cases on the same day.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Excused: Ito

Approve Supplemental Appropriation for $17,500 for Sexual Harassment Code of Conduct

Request to Mayor for $80,000 for FY '93-'94 as continuation of the supplemental

Both of these agenda items were addressed together by Sharon Johnson. The supplemental appropriation would consist of hiring:

2998 - Special Representative for Sexual Harassment and
1424 - 3/4 time clerical worker.

They would work on drafting a Sexual Harassment Code of Conduct for the City of San Francisco.

Following recent events within the city, Ms. Johnson felt the need for the city of San Francisco to create an atmosphere whereby women could come forward with complaints of sexual harassment and be treated

justly.

Vice-President Rivera requested Ms. Johnson notify the commissioners when this item came before the Board of Supervisors so they could show support.

Motion (Colombano) to approve $17,500 for Sexual Harassment Code of Conduct and $80,000 for FY 93-94 as continuation of the supplemental.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan, Tillman Excused: Ito

Update on Affirmative Action Review

COSW staff has been meeting with the Human Rights Commission and the Civil Service Commission - Equal Employment Opportunity Unit. They will be conducting audits on targetted departments to determine affirmative action compliance.

NOTE: (Commissioner Tillman left the meeting at 6:35 P.M.)

Approval of Fine Arts Museum Affirmative Action Plan

Discussion was held regarding the Fine Arts Museum Affirmative Action Plan.

Motion (Chang) to approve the Fine Arts Museum Affirmative Action Plans.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Rivera, Sullivan Nay: Cameron Excused: Ito, Tillman

COMMITTEE REPORTS

Domestic Violence Committee

Commissioner Chang gave an update on the last meeting which included: An increase in volunteers on the Charan Implementation Task Force and Beth Ann Brown is conducting a survey regarding services to battered women with children/substance abuse.

Commissioner Chang noted that Vice-President Rivera has met with members of the Latino community to emphasize prevention of domestic violence as an issue year round, specifically targetting the use of the media and the creation of multilingual materials.

Commissioner Sullivan commended Commissioner Chang and the Domestic Violence Experts Panel on the great job they did regarding recommendations for re-funding.

Community Relations Committee

Commissioner Cameron gave a report on the meeting held on the third Wednesday of every month at 8 A.M. Two items discussed were: working with the National Women's Political Caucus on the workshop on "How To Get That Appointment" and the City Employee Recognition award.

Women and Employment Committee

Commissioner Colombano reported the following:

- Commission on Aging representatives attended the committee meeting to discuss Employment Sick Leave.
- Subcommittee regarding City Employee Recognition Awards is being worked on by Sheila Mullen who will put together a letter of introduction. The ceremony for the awards will be held at City Hall Rotunda.

A discussion was held regarding AJR-1 and SJ40, Equal Rights Amendment bills.

Motion (Chang) to adopt AJR-1 and urge Assemblywoman Speier to take into consideration the affects of this bill on Affirmative Action.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan Excused: Ito, Tillman

Discussion was held regarding AB 158 and the following motion was made.

Motion (Colombano) to adopt AB 158 with the addition to request re-wording of the bill to include domestic partners.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan Excused: Ito, Tillman

Friends Committee

All commissioners thanked the Friends Committee for presenting a great reception for them.

Marlene Sider of the Friends Committee gave a report on the successful event.

- Extensive publicity was done to increase the commission's visibility.
- Sponsorships and donations were received and also requests to join the Friends Committee.

- Next goal for the committee is to obtain grants.

Girl's Leadership Committee

Sharon Johnson gave a committee report for Commissioner Tillman.

- All program staff have been hired with 2% Sunnydale residents.
- The Executive Director's position has been re-opened and Sharon Hewitt is Acting Director through June 15, 1993.
- Sixty girls have been recruited for the program.
- A Parent Advisory Council is in place.
- The full program will start in June.
- Everyone feels good about the progress of the program.

Women's Health Advisory Committee

Next meeting will be held mid-April.

Regional Sexual Harassment Committee

Commissioner Colombano recommended that this agenda item be deleted.

Motion (Colombano) to delete Regional Sexual Harassment Committee from the regular commission meeting agenda.

ROLL CALL VOTE WAS TAKEN: Ayes: Cameron, Chang, Colombano, Rivera, Sullivan Excused: Ito, Tillman

PUBLIC COMMENT

Lurilla Harris urged support of Single Payer Health Care Reform. There will be a meeting on April 1 at 5:30 P.M. at 120 Carney Street in San Francisco.

ANNOUNCEMENTS

Ken Thiesen announced that a demonstration will be held on May 7, 1993 in front of the State Building on Golden Gate Avenue on the issue of Battered Women in Prison.

Human Rights Commissioner Jeanette Lazam invited everyone to attend their Open House on April 1, 1993 from 5:30 P.M.

ADJOURNMENT

Being that there was no further business, Vice-President Rivera adjourned the meeting at 7:32 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

93

Regular Meeting of the Commission
25 Van Ness Avenue, Fifth Floor
Conference Room (located in the
Dept. of Public Health - AIDS Office)
San Francisco, California

Thursday, April 22, 1993
4:30 P.M.

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A G E N D A

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- March 25, 1993 Regular Meeting Minutes

IV. NEW BUSINESS

- Update: Come Into The Sun Coalition
- Legal Services Program/San Francisco Neighborhood Legal Assistance Foundation (SNFLAF)
- Legislation: AB 648 (Epple) - New Business Incubator Enterprise Program

V. OLD BUSINESS

- Response from Jessica McClintock Inc.
- Update: COSW 1993-1994 Fiscal Year Budget

VI. COMMITTEES

Domestic Violence Committee

- Lesbian Domestic Violence Services Funds
- Legislation:
  - AB 242 (Alpert)
  - AB2208 (Judiciary Committee/Caldera)

Community Relations Committee

- City Employees Award
- Workshop: "How To Get That Appointment"
- Additional members to committee

Women and Employment Committee

- Update

VII. LIAISON REPORTS

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

Accessible seating available for persons with disabilities. American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice. Blue handicapped parking zones on Oak St. and Hickory St. west of Van Ness. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Sts., the private lot adjacent to the building, and metered parking spaces. Accessible BART Station is Civic Center Station. Accessible MUNI Metro station is Van Ness Station and bus lines 6,7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES OF THE APRIL 22, 1993 REGULAR MEETING

The Regular Meeting of the Commission on the Status of Women (COSW) was held on April 22, 1993 at 25 Van Ness Avenue, Fifth Floor Conference Room, San Francisco, California.

MEMBERS PRESENT

President Caryl Ito
Commissioner Louette Colombano
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

MEMBERS EXCUSED

Vice-President Rosa Rivera
Commissioner Barbara Cameron
Commissioner Patricia Chang

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro

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Noting a quorum of the commission was present, President Ito called the meeting to order at 4:36 P.M.

ADOPTION OF AGENDA

m/c/s (Tillman) move to adopt the agenda with one change: under OLD BUSINESS, item "Response from Jessica McClintock" would be discussed at the May Commission meeting.

ADOPTION OF MINUTES

March 25, 1993 Regular Meeting Minutes

m/c/s (Sullivan) move to adopt the minutes of March 25, 1993 as written.

NEW BUSINESS

Update: Come Into The Sun Coalition

Sharon Johnson reported that the Coalition is progressing on receiving non-profit status. They are also working on resource development, education, media and membership. The next meeting will be on May 4, 1993 at 9 A.M.

Legal Services Program/San Francisco Neighborhood Legal Assistance Foundation (SNFLAF)

Ken Thiesen of SNFLAF brought the issue of the status of the legal services program to the commission. His recommendation led to the following motion.

Motion (Colombano) move to address a letter to California's Congressional delegation asking President Clinton to elect a new Legal Services Corporation (LSC) Board as soon as possible.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

Legislation: AB 648 (Epple) - New Business Incubator Enterprise Program

Margo Krippner, a COSW intern, explained the legislation Assembly Bill 648. This bill would create a new business incubator enterprise program. Incubators are economic development programs designed to nurture new businesses. Concern was raised because women are not specifically targeted as loan recipients. Ms. Krippner recommended the commission send a letter to Assemblyman Epple urging him to amend the bill.

Motion (Tillman) move to write a letter for support of AB 648 with a request for an amendment that would prioritize loans to women, especially women of color, refugee and immigrant women and older women who are seeking business opportunities.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

OLD BUSINESS

Response from Jessica McClintock Inc.

This item will be discussed at the May commission meeting.

Update: COSW 93-94 Fiscal Year Budget

Sharon Johnson stated that there is no further news on the budget at this time.

COMMITTEES

Domestic Violence Committee

Lesbian Domestic Violence Services Funds

Rosario Navarrette reviewed the evaluation criteria for funding by COSW. All criteria required in the original Request for Proposal (RFP) and the criteria specific to lesbian services will be included in the consideration for funding.

Motion (Sullivan) move to agree to retain and prioritize funds to the Lesbian Domestic Violence Services.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

Wenny Kusuma of WOMAN, Inc. explained their application for COSW funding for the lesbian domestic violence services program.

Motion (Ito) move to recommend WOMEN, Inc. to apply for Fiscal Year '92-'93 Funding and be designated agency for FY '93-'94 funding for lesbian domestic violence services.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

Wenny Kusuma thanked the commission for their consideration.

AB 242 (Alpert)

Rosario Navarrette explained that AB 242 would bar anyone who is convicted of a misdemeanor spousal abuse and/or disregarding a restraining order from owning or possessing a firearm for 10 years after the conviction.

Motion (Tillman) move to support AB 242.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

AB 2208 - Judiciary Committee/Caldera

Rosario Navarrette reported that the Domestic Violence Committee discussed AB 2208. The California Alliance Against Domestic Violence recommends that COSW oppose AB 2208 because it would cause agencies to compete against each other for limited funds. The committee recommended COSW follow the Alliance's position.

Motion (Ito) move to oppose AB 2208 on the recommendation of California Alliance Against Domestic Violence.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Ito, Sullivan, Tillman Excused: Cameron, Chang, Rivera

Ms. Navarrette also reported on other issues the committee is working on:

- *Awards Program*
- *North of Market Multiservice Shelter*
- *California Coalition for Battered Women In Prison*
- *Committee goals*

There will be a rally on May 7, 1993 at Noon at the Federal Building for Clemency for Women in Prison.

Community Relations Committee

Commissioner Tillman stated that the committee is working on the City

Employee "Women Who Make A Difference" Award with nomination forms distributed to all city departments.

Planning for the "How To Get That Appointment" Workshop with the National Women's Political Caucus is progressing. There will be two speakers, one from the State level, the other on local level. There will also be a panel of an additional two representatives. One from the Board of Supervisors and one who went through the application process. The panel of four will take questions and answers from the audience as well as give a presentation.

The committee is also seeking additional members.

Women and Employment Committee

Commissioner Colombano reviewed plans for the city employee awards. The event will be held on August 26, 1993 in City Hall Rotunda at Noon.

LIAISON REPORTS

Friends Committee

Marlene Sider of the Friends Committee reported that her primary mission is procuring grants and will be working with Commissioner Chang. Fundraiser profits from the March 23, 1993 event totalled approximately $150.00 with 130 people in attendance. Ms. Sider stated that the "Preliminary Written Plan for Friends, 1993" has been submitted to the commission for approval. She also stressed the need for new members.

Girl's Leadership Committee

Commissioner Tillman stated that there is no further update.

Women's Health Advisory Committee

Sharon Johnson reported that the committee has been divided into two parts: Model Care and Provider/Consumer.

There will be a public hearing held sometime in September, 1993 to learn what San Francisco's female population health care needs are and what care providers give.

PUBLIC COMMENT

Lurilla Harris informed the commission of "Working Women's Awareness Week" and the organization Coalition of Labor Union Women (CLUW).

ANNOUNCEMENTS

None

ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:12 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Executive Session Meeting of the
Commission on the Status of Women
25 Van Ness Avenue, Room 130
San Francisco, California

Monday, May 17, 1993
5:30 - 7:30 P.M.

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A G E N D A

* According to Government Code #54957, the Commission will hold an Executive Session (closed meeting).

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. OLD BUSINESS

- Performance Evaluation for Executive Director of the Commission

IV. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

3

Regular Meeting of the Commission
25 Van Ness Avenue, Fifth Floor
Conference Room (located in the
Dept. of Public Health - AIDS Office)
San Francisco, California

Thursday, May 27, 1993
4:30 P.M.

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AGENDA

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- April 22, 1993

IV. EXECUTIVE DIRECTOR'S REPORT

- Budget Update
- California COSW's Regional IX Upcoming Meeting
- Women in Action Lobby Day - June 2, 1993

V. NEW BUSINESS

- AB 1293 (Speier) - Unpaid Family Care Leave
- HR 431 - Bill to prohibit discrimination on account of sexual orientation

VI. OLD BUSINESS

- Response from Jessica McClintock Inc.

VII. COMMITTEES

Community Relations Committee

- Update:
  - "How To Get That Appointment" Workshop
  - Civil Service Recognition Awards

Domestic Violence Committee

- Update:
  - Focus Groups Report
  - California Coalition for Battered Women In Prison
  - Legislation: AB 356 (Snyder)
  - Domestic Violence Awareness Month Preparations

Women and Employment Committee

- Update:
  - Fire Department Update
  - Electronics Tech Trainee
  - SB 524 (Marks) AFDC - recommendation to support

VIII. LIAISON REPORTS

- Friends Committee
- Girl's Leadership Committee
- Women's Health Advisory Committee

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street West of Van Ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets., the private lot adjacent to the building, and metered parking spaces. Accessible BART Station is Civic Center Station. Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
May 27, 1993 Regular Meeting

The Regular Meeting of the Commission on the Status of Women (COSW) was held on May 27, 1993 at 25 Van Ness Avenue, Fifth Floor Conference Room, San Francisco, California.

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ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	MEMBER EXCUSED
President Caryl Ito	Commissioner Cameron
Vice-President Rosa Rivera	
Commissioner Patricia Chang	
Commissioner Louette Colombano	
Commissioner Patricia Sullivan	
Commissioner Gwendolyn Tillman	

STAFF PRESENT

Sharon Johnson
Rosario Navarrette
Judith Klain
Leatrice Miyashiro
Margo Krippner (intern)

Noting a quorum of the commission was present, **President Ito** called the meeting to order at 4:37 P.M.

ADOPTION OF AGENDA

m/c/s (Sullivan) move to adopt the agenda with the following change: move the item under Women and Employment Committee, SB 524 (Marks) AFDC to follow the Adoption of Minutes.

ADOPTION OF MINUTES

April 22, 1993

m/c/s (Sullivan) move to adopt the minutes with the following amendment: on Page 3, the last motion be corrected to read:

> **Motion (Ito) move to recommend WOMEN, Inc. to be awarded Fiscal Year '92-'93 Funding and be the designated agency for FY '93-'94 funding for lesbian domestic violence services.**

SB 524 (Marks) AFDC

A representative from Senator Marks office, Sheila Davis, explained the Senate bill. Present law provides Aid to Families with Dependent Children (AFDC) on the basis of income and resources. Any family with assets over $1,000 is not eligible

for AFDC. SB 524 separates personal and business income, so the AFDC recipients are not penalized for engaging in the development of micro-enterprises.

Motion (Chang) move to send a letter of support for SB 524.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Tillman Nay: Sullivan Excused: Cameron

EXECUTIVE DIRECTOR'S REPORT

BUDGET UPDATE

Sharon Johnson reported that COSW in preliminary budget news was cut $3,450 in Salary Savings money in the current budget crisis. The $25,000 Sexual Harassment Code of Conduct funds will go before the Board of Supervisors for approval. Another addition to the budget is the Family Violence Prevention Fund money totalling $198,000. All of this is not definite as of this date.

California COSW Regional IX Upcoming Meeting

The State COSW will be organizing a two-day conference planned for a Friday and Saturday sometime in July, 1993. The first day will begin with a brown bag lunch at noon in Oakland. Focus will be on women's health issues. They are looking for a panel to talk about teen pregnancy, eating and anxiety disorders, sexual abuse and domestic violence, self-esteem issues and women health in prisons.

Women in Action Lobby Day - June 2, 1993

Due to other timely meetings, staff could not attend this event.

NEW BUSINESS

AB 1293 (Speier) - Unpaid Family Care Leave

Margo Krippner introduced **Gladys Perry who represented the California State Employee's Association.** Under this bill, state employers are required to make reasonable accommodation to a state employee who has family care responsibilities that must be done during regular working hours.

Motion (Colombano) move to endorse AB 1293 and send a letter to the Chair of the Ways and Means Committee and Representatives of California's local assembly.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Excused: Cameron

HR 431 (Waxman)

Margo Krippner explained that HR 431 is the "Civil Rights Act of 1993" to prohibit discrimination on account of sexual orientation.

Motion (Sullivan) move to endorse HR 431.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Excused: Cameron

OLD BUSINESS

Response from Jessica McClintock Inc.

Latika Malkani of the Asian Immigrant Women Advocates (AIWA) gave an update of events of their organization. She also stated that they had received a copy of the letter sent to COSW from Jessica McClintock. She asked the commission for support in future resolutions regarding garment workers issues.

COMMITTEES

Community Relations Committee

Commissioner Tillman informed the commission of the following event:

How To Get That Appointment Workshop
Wednesday, July 21, 1993
5:30 - 8:00 P.M.
YWCA Apartments on Powell in Chinatown

There will be three speakers: **Jim Lazarus** from the Mayor's office, **Sharon Treskunoff, Assistant to the General Manager of the Department of Social Services** and **a Representative from Governor Wilson's office.**

Civil Service Recognition Awards

Commissioners Tillman and Colombano gave a report on the progress of the Recognition Awards. The response from city departments and the public has been outstanding with about 70 entries so far. **Barbara Rogers of Channel 5** has consented to be the Master of Ceremonies for the event. The Nomination Committee and the Women and Employment Committee will vote on the nominees on June 3, 1993. All of the names nominated will be listed on the program.

** **NOTE: Sharon Johnson informed everyone that the American Disabilities Act Accessibility policy needs to be on all public meeting notices and brochures.**

Domestic Violence Committee

Focus Groups Report

Commissioner Chang stated that the Charan Task Force has consolidated thirteen committees to five. Departments involved are: Police, Probation, Courts - Criminal and Civil, District Attorney and Health. The task force with approximately 20 members are setting their goals.

The Public Education Task Force which **Commissioner Rivera** chairs are planning the following event:

Training for Public Education for Domestic Violence
June 1, 1993
6:30 - 8:00 P.M.
Ms. Browns on Mission Street (Theatre)

Commissioner Rivera added that KQED would like to do an "informed panel" regarding domestic violence in October, 1993.

California Coalition for Battered Women In Prison

Rosario Navarrette stated that the May 7, 1993 Rally for the California Coalition for Battered Women in Prison was a success. It was well attended by the press and public and petitions were signed and forwarded on to Governor Wilson.

AB 356 (Snyder)

Margo Krippner gave an explanation of AB 356. This bill would establish a rebuttable presumption that is not in the best interest of the child to award sole or joint physical or legal custody to a parent who has abused the child or other parent.

In the "new" Family Code going into effect in January, 1994, visitation can occur within the restraining period.

Rosario Navarrette noted that the language in this bill is not gender specific where reference is made to the "abusive parent".

Motion (Chang) move to endorse AB 356 and to write a letter of support.
ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan, Tillman Excused: Cameron

Domestic Violence Awareness Month Preparations

The committee is working on updating display panels and finding a theme for the event.

Women and Employment Committee

Fire Department Update

Fire Department representatives and Equal Rights Advocates updated the committee on the recruitment and retention of women at the San Francisco Fire Department and the steps the department is taking to meet their affirmative action goals and raise the numbers of women firefighters.

Electronics Tech Trainee

Staff is working with unions, Department of Public Works and Civil Service to help recruit women to electronic tech positions.

LIAISON REPORTS

Friends Committee

Sharon Johnson introduced all four members of the Friends Committee for COSW. She also voiced her concerns:

- In the COSW By-Laws, 15 members are specified on the Friends Committee and with non-profit status acquired, the committee should concentrate on recruiting new members.

- The cost of office space for the committee is not necessary since it is costing the committee $3,000 a year of money raised partly through donations from COSW publications.

Eva Merrick, President of the Friends Committee explained the time commitment for members as one meeting a month for approximately two hours plus informal meetings for special events. Overall about 8-10 hours a month.

These issues would be discussed at the Annual Meeting to be held on June 23, 1993 at 870 Market Street. Everyone is invited to bring in new members.

Girl's Leadership Committee

Commissioner Tillman reported the following information:

- **Sharon Huett** will remain the interim executive director until December.
- The program is running well with 45 girls participating and 25 in the summer program.
- Another board member is being sought for a 3-year commitment and women of color are encouraged to apply.

Women's Health Advisory Committee

Sharon Johnson stated that meetings are held on the first Thursday of the month. They are planning a public hearing in September. The committee will be working with the United Way as a model for an information referral program on health issues.

ANNOUNCEMENTS

Rosario Navarrette announced that **Tony Saddleman** of San Francisco General Assistance informed the commission that the Mayor's office is proposing fingerprinting at a cost of one million dollars for people on general assistance. This issue will be heard before the Board of Supervisors on June 8, 1993 at 2:00 P.M.

ADJOURNMENT

Being that there was no further business, **President Ito** adjourned the meeting at 6:45 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission
25 Van Ness Avenue, Fifth Floor
Conference Room (located in the
Dept. of Public Health-AIDS office)
San Francisco, California

Thursday, June 24, 1993
4:30 P.M.

A G E N D A

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

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I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- May 27, 1993 Regular Meeting Minutes

IV. NEW BUSINESS

- Affirmative Action Plan for City Planning and District Attorney's Office
- California Coalition for Prostitutes (COP)

V. OLD BUSINESS

- Budget Update

VI. COMMITTEE REPORTS

Community Relations Committee

- Outreach Plans
- New Committee Members
- Workshop - "How To Get That Appointment"

Domestic Violence Committee

- Update:
  - Substance Abuse and Domestic Violence Survey
  - San Francisco Domestic Violence Consortium
  - Public Education/Awareness Focus Group
  - California Battered Women in Prison

Women and Employment Committee

- Update:
  - Final Nominations for "Women Who Make A Difference Awards"

VII. LIAISON REPORTS

Friends Committee

Girl's Leadership Committee

Women's Health Advisory Committee

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street West of Van Ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces. Accessible BART Station is Civic Center Station. Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals are requested to refrain from wearing perfume or other scented products.

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NOTICE
REQUEST FOR PROPOSAL

The San Francisco Commission on the Status of Women is requesting proposals for consultant services to develop guidelines for effectively handling Sexual Harassment within City government.

The consultant chosen for this project must have first hand in-depth experience dealing with Sexual Harassment.

SUMMARY OF PROPOSAL:

1. Research comparable government agencies and private businesses for models on effectively handling workplace sexual harassment.

2. Interview appropriate city agencies and personnel to analyze the effectiveness of San Francisco City and County's process for handling sexual harassment.

3. Make specific written recommendations on how to improve San Francisco city and county policies and procedures for effectively handling sexual harassment.

4. Submit a written report with findings and recommendations, including guidelines for a disciplinary schedule for handling sexual harassment complaints.

5. Be available to orally present findings.

If you are interested in receiving a copy of the Request For Proposal, please contact Sun Min Tolman at COSW by June 25, 1993.

WOMEN AND PEOPLE OF COLOR ARE ENCOURAGED TO APPLY

harassment and sensitivity training for all staff.

Motion (Tillman) move to approve City Planning and District Attorney's Affirmative Action Plans.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Sullivan, Tillman Excused: Cameron, Rivera

California Coalition of Prostitutes (COP)

Rosario Navarrette introduced **Carol Draizen of the San Francisco Pre-Trial Diversion Program, and member of the Domestic Violence Committee.**

Ms. Draizen gave a history of prostitution and how the group, California Coalition of Prostitutes (COP) was formed. She feels that prostitutes exist in isolation in this society and is asking COSW's assistance in helping prostitutes define themselves and show concern for the abusive nature of their livelihood.

Elsa Bernstein and Celia McGinnis of the Public Defender's office both COP members, reported on the shocking treatment that prostitutes receive in the court system.

Teri Goodson, a working prostitute stated that she pays her taxes and advertises in a local newspaper, but has no rights when it comes to assault, rape or robbery.

President Ito perceived that further discussion on the topic would be needed and asked **Carol Draizen** and COP where they would like to have the issues addressed: **Ms. Draizen** stated that the Women and Employment Committee would be the most suitable for their purposes.

Motion (Colombano) move to continue dialogue with the California Coalition of Prostitutes in the Women and Employment Committee.
ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Sullivan, Tillman Excused: Cameron, Rivera

OLD BUSINESS

Budget Update

President Ito gave a report on the Board of Supervisor's Finance Committee meeting held that same day regarding COSW's budget. **Supervisor Migden** stated that there would be no public testimony therefore the exchange was brief. The supervisors asked **Sharon Johnson** if she agreed with **Harvey Rose's (Budget Analyst)** recommendations of a $8,534 reduction in COSW's budget and she disagreed. **President Ito** stated that a meeting with the budget

analyst's office would be arranged with staff to deliberate the budget cuts proposed.

COMMITTEE REPORTS

Community Relations Committee

Commissioner Tillman gave biographies of two new members, **Cheryl Simmons and Betty Lou Harmon** to the Community Relations Committee.

m/c/s (Tillman) move to accept Cheryl Simmons and Betty Lou Harmon to the Community Relations Committee.

The How To Get That Appointment Workshop plans are being finalized and they are seeking a woman of color commissioner to be on the panel discussion.

Domestic Violence Committee

Commissioner Chang and **Rosario Navarrette** reported on the following items.

- **Substance Abuse and Domestic Violence Survey:** As of June 8, 1993, 41 surveys have been returned. **Bethann Brown** found that gaps existed in substance abuse treatment services such as accommodating women with children, limited number of women specific programs, lack of programs for methadone users and limited safe places for women.

- **San Francisco Domestic Violence Consortium:** Concern for loss of two valuable services for women, Center for Special Problems and the San Francisco Rape Treatment Center with current city budget cuts were expressed.

- **Public Education/Awareness Focus Group: Rosario Navarrette** stated that **Commissioner Rivera's** group is very enthusiastically working to enhance public awareness of domestic violence. **Ms. Navarrette** staffed a table at the recent Carnival event in San Francisco and found that people are hesitant to approach the issue at such an event. She suggested a better way would be to go to the public and hand out the brochures.

- **California Battered Women in Prison:** Recent developments in the issue of clemency for battered women in California include **Governor Wilson's** decision to grant clemency to one woman in her 70's and to shorten the time for a parole hearing to another woman who is in prison for life.

Women and Employment Committee

Commissioner Colombano reported that ten women have been selected by the committee for the "Women Who Make A Difference Awards" after 100 nominations were received. The selected nominees are: **Naomi Adams, Sai-Ling Chan-Sew, Michelle Clark, M.D., Diana Garcia, Therese Gee, Dianne Jaros, Virginia Leishman, R.N., Joan MacQuarrie, Rose Melendez and Annette Williams.**

Motion (Colombano) move to accept the ten recipients of the "Women Who Make A Difference" Awards.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Sullivan, Tillman Excused: Cameron, Rivera

Commissioner Colombano stated that trophies had been ordered for the recipients and a press release would be done. All other nominees would receive a certificate signed by the Mayor and the President of the Commission.

Commissioner Sullivan suggested making this event a fundraiser next year.

LIAISON REPORTS

Friends Committee

Commissioner Sullivan reported on the reception held for potential new members of the Friends Committee on June 16, 1993. It went really well with a good turnout of 15 potential new members.

Eva Merrick, President of the Friends Committee stated that the next Friends Committee meeting will be on Tuesday, June 29, 1993 at 6:00 P.M. She will do a letter writing campaign against budget cuts to COSW to the Board of Supervisors.

Girl's Leadership Committee

Commissioner Tillman spoke of the reality of crime in the Sunnydale community and the affect it has on the Girl's Leadership program.

Women's Health Advisory Committee

President Ito stated that she had received notice from the California COSW of a panel discussion that they are coordinating to be held in Oakland on September 17 and 18, 1993 regarding Women's Mental Health.

PUBLIC COMMENT

President Ito introduced three interns who work in the COSW office for the summer: **Sun Min Tolman, Kathy Tilke and Linda Tam.**

ANNOUNCEMENTS

Commissioner Chang announced that the Women's Building is having a benefit movie on July 16, 1993 titled "Dialogues with Mad Women".

ADJOURNMENT

Being that there was no further business, **President Ito** adjourned the meeting at 6:25 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission
25 Van Ness Avenue, Fifth Floor
Conference Room (located in the
Dept. of Public Health - AIDS Office)
San Francisco, California

Thursday, July 22, 1993
4:30 P.M.

A G E N D A

*** PLEASE NOTE: Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- June 24, 1993

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IV. NEW BUSINESS

- Election of Officers 1993-94
- The New Coalition of Conscience - March and Rally for JOBS, JUSTICE AND PEACE on August 28, 1993

V. OLD BUSINESS

- Budget Update

VI. COMMITTEE REPORTS

Community Relations Committee

- Update

Domestic Violence Committee

- Update: Services Focus Group - Substance Abuse Service
- Demonstration/Rally (July 14, 1993)
- Domestic Violence Awareness Month

Women and Employment Committee

- Update
  - AB 1460 (Moore) Family Leave
  - Women Who Make A Difference Awards
  - Affirmative Action and Lay Offs

VII. LIAISON REPORTS

Friends Committee

Girl's Leadership Committee

Women's Health Advisory Committee

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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MINUTES
July 22, 1993

The regular meeting of the **Commission on the Status of Women (COSW)** was held on July 22, 1993 at 25 Van Ness Avenue, Fifth Floor Conference Room, San Francisco, California.

ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	STAFF PRESENT
President Caryl Ito	Sharon Johnson
Vice President Rosa Rivera	Judith Klain
Commissioner Patricia Chang	Rosario Navarrette
Commissioner Louette Colombano	Leatrice Miyashiro
Commissioner Patricia Sullivan	Simone Mason (intern)
Commissioner Gwendolyn Tillman	Julia Rosenfeld (intern)
	Linda Tam (intern)
	Sun Min Tolman (intern)

Noting a quorum of the commission was present, **President Ito** called the meeting to order at 4:39 P.M.

ADOPTION OF AGENDA

m/c/s **(Sullivan)** move to adopt the agenda with one change: move the Liaison Report - Friends Committee to follow the Adoption of Minutes.

ADOPTION OF MINUTES

June 24, 1993 Regular Meeting Minutes

m/c/s **(Sullivan)** move to adopt the minutes with one change: On Page 2 under California Coalition of Prostitutes (COP) change the sentence to read: President Ito recommended that further discussion on the topic would be needed and asked Carol Draizen and COP where they would like to have the issues addressed.

LIAISON REPORTS

Friends Committee

Commissioner Sullivan reported that the last Friends Committee held their election of officers. Results were: **President - Lisa Hoffman; Vice President - Kim Hanadel; Treasurer - Katy Kitchen. Susan Maher** who was nominated as Secretary was not present for the election; she will officially be elected Secretary at the next meeting. The committee has decided to hold meetings at One Maritime Plaza or at the COSW office at 25 Van Ness instead of leasing office space.

Kim Hanadel gave an outline of priorities for the committee.

1. Fundraising
2. Public Relations /Marketing Point of View
3. Board development and organization development

Commissioner Sullivan pointed out that the newly elected officers would like to strive for a good relationship with the commission and **Sharon Johnson** would be the go-between for any requests for funds from the committee.

NOTE: **Commissioner Chang** arrives at 4:53 P.M.

(The regular agenda continues.)

NEW BUSINESS

Election of Officers 1993-94

President Ito announced the reappointment of three commissioners - **Commissioners Colombano, Tillman and Ito** by the Mayor. A discussion was held on the roles of president and vice president of the commission and committee chairs. Further discussion will be held at a meeting on August 23, 1993 at 4:30 P.M.

The New Coalition of Conscience

Sharon Johnson explained the group's aims and plans for a "March on Washington" on August 28, 1993 on the theme of Jobs, Justice and Peace. She recommended the commission support the group.

Motion (Chang) move to endorse the New Coalition of Conscience.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman

OLD BUSINESS

Budget Update

Executive Director **Sharon Johnson** reported on the results of the current fiscal year budget. The commission will be minus approximately $3,500 held in reserve for the operating budget. **Ms. Johnson** recounted what a tough budget year it was for the city as compared to previous years. **President Ito** also reported on the budget hearing process. **Judith Klain** commended **President Ito** for her great attention to the commission's budget hearings in the executive director's absence.

COMMITTEE REPORTS

Community Relations Committee

Commissioner Tillman reported that the "How To Get That Appointment" Workshop was very successful with 75 women in attendance. The committee hopes to do it again. She thanked Executive Secretary, **Leatrice Miyashiro** for her timely work on updating and printing the How To Get That Appointment booklet.

(NOTE: **Sharon Johnson** introduced **Ms. Geraldine Johnson** of the New Coalition of Conscience who had just arrived.)

Discussion continued on "How To Get That Appointment" workshop with

President Ito stating that she had noticed only one Asian woman was in attendance at the workshop. More outreach has to be done to encourage minorities to participate in future events.

PUBLIC COMMENT: **Lurilla Harris** stated that **Commissioner Tillman** was a worthy representative for the commission at the workshop.

President Ito invited **Ms. Geraldine Johnson** to speak on behalf of the group The New Coalition of Conscience. **Ms. Johnson** thanked the commissioners for endorsing the group and to help outreach and publicize the August March on Washington. Planning meetings for this event are being held every Wednesday at 7:30 P.M. The next meeting will be held at the Center for African American Arts, 762 Fulton Street, 3rd Floor.

Women and Employment Committee

AB 1460 (Moore) Family Leave - Judith Klain introduced **Simone Mason**, a student intern in the COSW office who explained Assembly Bill 1460 and recommended endorsement.

Motion (Colombano) move to endorse AB 1460.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Sullivan and Tillman Nay: Rivera

Affirmative Action and Lay Offs - Ms. Klain explained the chart that gave a Race and Gender Breakdown of Layoff notices as of 6/22/93 for civil service and how it would affect affirmative action programs. **Simone Mason** described "Super Seniority" on contracts that would have affirmative action. **President Ito** thanked **Simone Mason** for her work at COSW.

Women Who Make A Difference Awards - Commissioner Colombano stated that the Awards Ceremony plans are going well. Letters were sent to all nominators of recipients of the awards and certificates were made to be given to all women nominated. **Sharon Johnson** stated that **Commissioner Colombano** and her committee member, **Sheila Mullen**

have done a lot of work on this project. **President Ito** thanked **Commissioner Colombano** for her fine work.

Domestic Violence Committee

Commissioner Chang reported on the following committee work:

Services Focus Group - Beth Ann Brown is continuing on interpreting the surveys and is revising her findings.

Demonstration/Rally - Approximately 50 women attended the rally that was held prior to **Gordon Kimbrough's** arraignment to protest the media's coverage of the domestic violence murder.

Domestic Violence Awareness Month (October) - A theme and candidates for the leadership and activist awards are being sought for the Domestic Violence Awareness Month. **Commissioner Rivera** discussed plans for the KQED focus program on domestic violence entitled "Fighting Back" which will also be held in October.

LIAISON REPORTS

Girl's Leadership Committee

Commissioner Tillman related activities of the Girl's After School Academy program (GASA). There are presently 45 GASA girls participating in the program with the following activities: Adopt a GASA Girl, GASA Gazette newsletter, GASA Government and learning about money by playing Monopoly.

Women's Health Advisory Committee

Sharon Johnson stated that COSW interns **Julia Rosenfeld and Linda Tam** are doing an excellent job working on the upcoming hearing in October on Women's Health.

PUBLIC COMMENT: None

ANNOUNCEMENTS:

President Ito presented flyers that showed concern for Anti-Asian Violence and Japan-bashing in the upcoming movie "Rising Sun"..

Lurilla Harris announced the Farmer's Market at Alemany's 50th Anniversary on Saturday, August 14th starting at 8 A.M. There will be free giveaway groceries every hour.

Commissioner Rivera invited people to the 24th Street Revitalization Committee event honoring Supervisor Leal on July 24,1993 at 12 Noon at 24th Street Mini Park.

ADJOURNMENT

Being that there was no further business, **President Ito** adjourned the meeting at 7:09 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Special Meeting of the Commission
25 Van Ness Avenue, Room 130
San Francisco, California

Monday, August 23, 1993
4:30 - 6:30 P.M.

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AGENDA

I. ROLL CALL/CALL TO ORDER

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- Role/Responsibility of President and Vice President of the commission

- Committee's Goals/Objectives and Current Structure:

  Community Relations Committee

  Domestic Violence Committee

  Women and Employment Committee

- Liaison Responsibilities to the:

  Friends Committee

  Girl's Leadership Project

  Women's Health Advisory Committee

  Low Income Housing Development

IV. PUBLIC COMMENT

V. ADJOURNMENT

Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street West of Van Ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces.. Accessible BART Station is Civic Center Station Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

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MINUTES

August 23, 1993

The Special meeting of the Commission on the Status of Women (COSW) was held on August 23, 1993 at 25 Van Ness Avenue, Room 130, San Francisco, California.

ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	STAFF PRESENT
President Caryl Ito	Sharon Johnson
Vice President Rosa Rivera	Judith Klain
Commissioner Patricia Chang	Rosario Navarrette
Commissioner Louette Colombano	Leatrice Miyashiro
Commissioner Patricia Sullivan	
Commissioner Gwendolyn Tillman	

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:35 P.M.

ADOPTION OF AGENDA

m/c/s (Chang) to adopt the agenda as written.

Art Commission Director Joanne Chow Winship attended the meeting expressing her interest in the process of selecting officers

NEW BUSINESS

President Ito explained that the following fiscal year will include holding a hearing in conjunction with the Human Rights Commission on the validity of COSW's independence. Another commissioner will be appointed within the next month. The new chair elected at the next commission meeting will appoint committee chairs and co-chairs for the three committees.

Role/Responsibility of President and Vice President of the commission

(This subject matter was discussed together with the Committee's Goal and Objectives.)

Individual interests of the commissioners were expressed as follows:

Committee's Goals/Objectives and Current Structure

Vice President Rivera:	Vice President of Commission, Domestic Violence Committee Chair
Commissioner Colombano:	Commission President and all committees
Commissioner Tillman:	Community Relations Chair, Domestic Violence Co- Chair
President Ito:	Community Relations Chair or Domestic Violence Co-Chair
Commissioner Sullivan:	Community Relations Co-Chair, Friends Committee
Commissioner Chang:	Vice-President of Commission or Women and Employment Chair

Liaisons to:

Friends Committee:	Commissioner Sullivan
Girl's Leadership Project:	Commissioner Tillman stated that there is a need to reaccess the purpose of the commission's link to this project. President Ito expressed interest in girl's programs.
Women's Health Advisory:	Sharon Johnson agreed to continue as liaison.
Low Income Housing Development:	Sharon Johnson is performing this job now mostly over the phone. Commissioner Chang is willing to attend first few meetings.
Come Into The Sun:	Sharon Johnson will be continuing as liaison.

PUBLIC COMMENT:

None

ADJOURNMENT:

Being that there was no further business, President Ito adjourned the meeting at 5:20 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission
25 Van Ness Avenue, Fifth Floor
Conference Room (located in the
Dept. of Public Health - AIDS Office)
San Francisco, California

Thursday, August 26, 1993
4:30 P.M.

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AGENDA

*PLEASE NOTE: Public Comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- July 22, 1993

IV. OLD BUSINESS

- August 23, 1993 Special Meeting

V. NEW BUSINESS

- Election of Officers
- San Francisco National Organization for Women (SF NOW) Education Fund Conference "Paths To Power"
- Coalition for Immigrant and Refugee Rights and Services (CIRRS)
- Sexual Harassment Guidelines Proposal

VI. COMMITTEES

Community Relations Committee

- Outreach Plan

Domestic Violence Committee

- Nominations for New Members

- Nominations for Domestic Violence Awareness Month Awards
- Domestic Violence Mission Task Force

Women and Employment Committee

- Jean Ishibashi Sexual Harassment Case
- Nomination of Carol Leigh for committee member
- Women Who Make a Difference Awards

VII. **LIAISON REPORTS**

Friends Committee

Girl's Leadership Committee

Women's Health Advisory Committee

VIII. **PUBLIC COMMENT**

IX. **ANNOUNCEMENTS**

X. **ADJOURNMENT**

Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street West of Van Ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces.. Accessible BART Station is Civic Center Station Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

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Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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MINUTES
August 26, 1993

The Regular Meeting of the Commission on the Status of Women (COSW) was held on August 26, 1993 at 25 Van Ness Avenue, Fifth Floor Conference Room, San Francisco, California.

1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	STAFF PRESENT
President Caryl Ito	Sharon Johnson
Vice President Rosa Rivera	Judith Klain
Commissioner Patricia Chang	Rosario Navarrette
Commissioner Louette Colombano	Leatrice Miyashiro
Commissioner Patricia Sullivan	Nancy Brunn (intern)
Commissioner Gwendolyn Tillman	

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:40 P.M.

2. ADOPTION OF AGENDA

m/c/s (Tillman) move to adopt the agenda with the change of moving item "Election of Officers" under NEW BUSINESS to follow the LIAISON REPORTS.

3. ADOPTION OF MINUTES

m/c/s (Chang) move to adopt the minutes of July 22, 1993 as written.

4. OLD BUSINESS

August 23, 1993 Special Meeting

The minutes from the Special Meeting were handed out for review. There was no further discussion on this issue.

San Francisco National Organization for Women (SF NOW) Education Fund Conference "Paths To Power"

Deborah Glenn spoke on behalf of SF NOW on the upcoming conference on September 18, 1993 and asked the commission for a donation or help in mailing the brochures.

Motion (Ito) move to refer the matter of donation or mailing of brochures to the COSW Friends Committee for the SF NOW's conference Paths To Power.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Sexual Harassment Guidelines Proposal

Judith Klain reported that two proposals had been received for the Request for Proposals (RFP) for Sexual Harassment Guidelines. Bids may be reopened. Experts panel consisting of six members has been convened and are meeting on September 2, 1993.

Coalition for Immigrant and Refugee Rights and Services (CIRRS)

Lina Avidan, program director of CIRRS gave a brief outline of the organization and asked the commission to endorse the resolution condemning xenophobia and urge the Mayor to sign the resolution.

Motion (Chang) move to endorse the resolution condemning xenophobia.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Tillman
Nay: Sullivan

Motion (Tillman) move to send a letter to the Mayor's office to encourage signing the resolution condemning xenophobia.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Tillman
Nay: Sullivan

Motion (Ito) move to send letters to Senators Boxer and Feinstein and Governor Wilson to urge them to oppose legislation that would restrict rights of immigrants.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Tillman
Nay: Sullivan

5. COMMITTEES

Community Relations Committee

Commissioner Tillman's committee met and are developing a relationship with the Friends Committee and working on promoting COSW. A follow-up is also in progress for the How To Get That Appointment Workshop by contacting people who were interested in being appointed.

Domestic Violence Committee

Commissioner Chang stated that new members to the committee would be held off until the new Committee Chair is appointed.

Nominations for the Domestic Violence Awareness Month Awards were announced as follows:

Leadership Awards:

Board of Supervisors: Angela Alioto, Carole Migden and Kevin Shelley
City Departments: Adult Probation Department
District Attorney's Office - Family Violence Project, Criminal Justice Advocacy Unit
Individuals: Lieutenant Barbara Jackson-Davis - S.F. Police Department
Susan Breall, Deputy District Attorney
Media: Bay Guardian for their Mother's Day Issue, 1993
Art: Pearl Dance Group

Activism Awards:

Groups: Filipino Advisory Committee of the Asian Women's Shelter
Individuals: Tina Shum, Donaldina Cameron House
Jennifer Grant, St. Vincent de Paul/Brennan House
Sandra Camacho, La Casa de las Madres
Mayseng Sataern, Asian Women's Shelter
Karen Kirby, McGlynn, McLorg and McDowell

Theme for this event will be "Missing Pieces".

Motion (Chang) move to endorse the nominations for the Domestic Violence Awareness Month Awards.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Women and Employment Committee

Jean Ishibashi Sexual Harassment Case

Commissioner Colombano introduced Jean Ishibashi who is in trial with a sexual harassment suit against the American Friends Service Committee(AFSC). Representing the AFSC was Wilson Riles Jr who thanked the commission for giving him the opportunity to

speak. Mr. Riles distributed copies of An Open Letter To The Japanese-American Community From the American Friends Service Committee and gave his view of the case.

Jean Ishibashi then described her experiences that led to filing her case and related how she had received helpful support from the Japanese community and fellow co-workers.

Motion (Colombano) move to endorse a fair trial for Jean Ishibashi and support due process for the entire length of her trial with the American Friends Service Committee.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Nomination of Carol Leigh for Committee Member

Carol Leigh attended the meeting and gave a background of her work as an activist and member of the California Coalition for Prostitutes.

Motion (Colombano) move to accept Carol Leigh as a new committee member for the Women and Employment Committee.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Women Who Make A Difference Awards

Commissioner Colombano related how successful the Awards event turned out and everyone agreed. This will become a yearly event. President Ito commended Commissioner Colombano on her great work and Commissioner Colombano also gave credit to her committee members.

6. LIAISON REPORTS

Friends Committee

Commissioner Sullivan reported the following information from the last Friends Committee meeting:

- Susan Maher was elected Secretary.
- The By-Laws Committee presented a draft of revised By-Laws.
- A liaison from the Friends Committee to commission meetings will be appointed but in the meantime, Lisa Hoffman or Kim Hanadel will be attending.
- Kim Hanadel is working on strategy for marketing COSW to the community.

Commissioner Sullivan introduced Lisa Hoffman, President of the Friends Committee who

invited commissioners and staff people to the Friends Committee meetings.

Girl's Leadership Committee

Commissioner Tillman stated that one of the participants of the Girls' After School Academy (GASA) program attended the S.F. NOW's luncheon on Women's Equality Day and confessed that she wanted to be a Congresswoman like Nancy Pelosi. Congresswoman Pelosi offered to be a mentor to the young girl and Commissioner Tillman recommended that the commission write Congresswoman Pelosi a follow-up letter.

Motion (Tillman) move to send a letter to Congresswoman Pelosi's office to pursue idea of a mentorship program with young girls in the Girl's After School Academy Program.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Women's Health Advisory Committee

Sharon Johnson reported that Julia Watt-Rosenfeld, an intern working on Women's Health issues has recruited three more interns for the project. One of the interns, Nancy Brunn was in attendance. They are working on designing 25 focus groups 8-10 members each. President Ito thanked Ms. Johnson for her work on the committee and stated that her good work has been recognized.

Election of Officers

President Ito stated that the President and Vice President of the commission is elected for one year. President Ito reminded the commission that this year issues include the hearing held in 1994 regarding COSW's independence from the Human Rights Commission.

President Ito opened the election by requesting nominations for president.

Motion (Rivera) move to nominate President Ito for President.
Commissioner Tillman seconded. President Ito accepted.

Motion (Chang) move to nominate Commissioner Colombano for President.
Commissioner Tillman seconded. Commissioner Colombano accepted.

The following discussion took place regarding the election of president of the commission:

Commissioner Colombano asked why President Ito had changed her mind about running for president. Commissioner Colombano was also concerned that there may have been a violation of the Brown Act.

President Ito stated reasons for her decision as follows:

- Her concern for leadership of the commission in terms of accomplishing the goal of remaining an independent commission.
- Her established relationships with City Hall which included members of the Board of Supervisors, members of the community and women's organizations.
- In terms of timing, how the commission must be up to speed.
- How she felt her best contribution to the commission at this time would be to serve as president.

Commissioner Colombano clarified that her pending case was not an appropriate issue for the Commission.

Commissioner Chang interjected that Commissioner Colombano's case had nothing to do with her decision on whom to select as president. Her primary concern was what would be best for moving the commission forward for ensuring the survival of the commission.

Commissioner Colombano requested that her name be withdrawn for nomination for president.

President Ito proceeded with the election process.

Vote was taken on the motion to elect President Ito for President.
ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman

Nominations for Vice-President was opened.

Motion (Colombano) move to nominate Commissioner Chang for Vice-President. Commissioner Tillman seconded. Commissioner Chang accepted.

Motion (Ito) move to nominate Commissioner Colombano for Vice President. Commissioner Colombano requested that her name be withdrawn from nomination for vice president.

Vote was taken on the motion to elect Commissioner Chang as Vice President.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

7. PUBLIC COMMENT

None.

8. ANNOUNCEMENTS

Commission Secretary, Leatrice Miyashiro announced that the California COSW Hearing on Women's Mental Health Issues will be held on September 17 and 18th, 1993.

Judith Klain introduced Ginette Geer, a volunteer who is working in the commission office.

Ken Thiesen, of the San Francisco Neighborhood Legal Assistance Foundation related that a demonstration was held on the domestic violence issue of the case of Bodybuilder Gordon Kimbrough.

Migdalia Rosado, Delinquency Prevention Commissioner commended the commissioners on doing a difficult job.

9. ADJOURNMENT

Being that there was no further business, President Ito adjourned the meeting at 6:21P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission
25 Van Ness Avenue, Suite 70
Lower Level Conference Room
San Francisco, California

Thursday, September 23, 1993
4:30 P.M.

AGENDA

* PLEASE NOTE: PUBLIC COMMENT will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

- August 26, 1993

IV. EXECUTIVE DIRECTOR'S REPORT

V. NEW BUSINESS

- Retreat

VI. COMMITTEE REPORTS

- Community Relations Commitee
  - Outreach Plan
    - Strategic Planning Document
  - Women's History Month
- Domestic Violence Committee
  - Nominations of Committee Members
  - Domestic Violence Awareness Month
  - San Francisco Domestic Violence Consortium Update
  - Focus Groups:
    Domestic Violence Substance Abuse Roundtable Discussion in October
    Public Education Domestic Violence Awareness-KQED Radio Show

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- **Women and Employment Committee**

  No Report.

VII. **LIAISON REPORTS**

- **Friends Committee**
- **Girl's Leadership Committee**
- **Women's Health Advisory Committee**
- **Low-Income Housing Project**

VIII. PUBLIC COMMENT

IX. ANNOUNCEMENTS

X. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
September 23, 1993

The Regular Meeting of the Commission on the Status of Women (COSW) was held on September 23, 1993 at 25 Van Ness Ave, Suite 70, San Francisco, California.

1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	STAFF PRESENT
President Caryl Ito	Sharon Johnson
Vice President Patricia Chang	Judith Klain
Commissioner Louette Colombano	Rosario Navarrette
Commissioner Rosa Rivera	Leatrice Miyashiro
Commissioner Patricia Sullivan	Tracey Grossbach (intern)
Commissioner Gwendolyn Tillman	

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Noting a quorum of the commission was present, President Ito called the meeting to order at 4:40 P.M.

2. ADOPTION OF AGENDA

m/c/s (Sullivan) move to adopt the agenda as written.

3. ADOPTION OF MINUTES

m/c/s (Sullivan) move to approve the minutes with the following changes:

- On Page 4 under ROLL CALL VOTE: Jean Ishibashi's Sexual Harassment Case, Commissioner Sullivan voted No.
- Under Election of Officers on Page 5, first paragraph, President Ito stated another issue coming up next year would be the Request for Proposal (RFP) for domestic violence.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson attended the Women's Health Seminar sponsored by the California Commission on the Status of Women on September 18, 1993 with other COSW's in the Bay Area.

5. NEW BUSINESS

Retreat

Retreat date was set for Sunday, November 7, 1993 from 9 A.M. to 1 P.M. A facilitator will be needed and any suggestions for names should be given to the Executive Director.

6. COMMITTEE REPORTS

At this time, President Ito announced the selection of committee chairs and co-chairs as follows:

Women and Employment Committee:	Chair - Vice President Chang Co-chair - Commissioner Sullivan
Community Relations Committee:	Chair - Commissioner Tillman Co-chair - Commissioner Colombano
Domestic Violence Committee:	Chair - Commissioner Rivera Co-chair - President Ito

President Ito stated that the new committee structures would be formalized at the upcoming retreat.

Community Relations Committee

Strategic Planning Document

Recommendations from the committee to handle strategic planning are:

- Form a Strategic Planning Committee
- Find a pro-bono strategic planner
- Find a person to analyze data

Motion (Tillman) move to pursue obtaining a pro-bono strategic planner to orchestrate plans for putting together '93 - '94 Report and finalize plans at the November retreat.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Reminder: Women's History Month - March, 1994

The next Community Relations Committee Meeting will be held October 20, 1993 at 8 A.M.

Forty Five participants of the How To Get That Appointment Workshop are being surveyed as to their interests. Data will be given at the next commission meeting.

Domestic Violence Committee

Nominations of Committee Members

Vice President Chang gave a brief biography of two candidates Gina France and Susan Stokes.

m/c/s (Ito) move to accept Gina France and Susan Stokes as new committee member for the Domestic Violence Committee.

San Francisco Domestic Violence Consortium Update

The Domestic Violence Substance Abuse Roundtable Discussion in November will be an informal discussion and dialogue.

m/c/s (Chang) move to support Domestic Violence Substance Abuse Roundtable discussion in November.

Public Education Domestic Violence Awareness Month KQED Radio Show

Commissioner Rivera reported that the KQED Radio Show will be broadcast on October 12, 1993 at 10 A.M. Rosario Navarrette will be participating as one of the panelists.

Vice President Chang introduced Jacque Agtuca of the Family Violence Prevention Fund who gave an explanation of a draft copy of their statistics. A finalized version will be presented to the public on October 14, 1993 at a Press Conference for Domestic Violence Awareness Month.

Motion (Chang) move to approve Family Violence Prevention Fund Homicide Study of '91 - '92 as part of the Domestic Violence Awareness Month.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Sullivan and Tillman.

Official date for the Domestic Violence Awareness Month Awards Ceremony at City Hall is October 18, 1993 at 12-Noon. Included in the program will be a 10-minute performance by the Pearl Ubungen Dancers and Musicians. The theme "Missing Pieces - Lasting Solutions" has been incorporated into the display with a jigsaw puzzle motif.

Women and Employment Committee

No Report.

7. LIAISON REPORTS

Friends Committee

The Friends Committee will be holding a Sunday brunch on October 24, 1993 at the Executive Director - Sharon Johnson's home at 12-Noon. The committee is interested in bringing in more women of color members.

Girl's Leadership Committee

Commissioner Tillman reported that the Girl's After School Academy (GASA) program had an end-of-summer celebration where each GASA girl received a back-to-school backpack filled with school supplies. The Fall program has been developed with 62 girls participating. The program is addressing the issue of Asian-African American Women relations in the Sunnydale area. An Open-House will be held on the first week of November.

Women's Health Advisory Committee

Sharon Johnson reported that intern Julia Watt-Rosenfeld was offered a full-time job at UCSF (University of California at San Francisco). However, Nancy Brunn is continuing the work for the Women's Health Advisory Committee and is planning ten focus groups - five held on November 10 and five held on November 13, 1993. A $2,000 grant is being sought to cover the costs of the focus groups. One of the focus groups is headed by Carol Leigh and will concentrate on sex workers.

Low Income Housing Project

Next meeting will be held on October 22, 1993.

8. PUBLIC COMMENT

Lurilla Harris asked about the goals of the Low Income Housing Project.

9. ANNOUNCEMENTS

Sharon Johnson: American Association of University Women are holding an Afternoon Tea on Saturday, October 2, 1993 at Gabbianos. Cost will be $12.50.

Event on Women's Health Care
Miyako Hotel - 1625 Post Street
Free, 9 A.M. to 1 P.M.
Date: October 30, 1993
Presentation by President Clinton's Task Force on Health Care

Vice President Chang:	San Francisco National Organization for Women (SFNOW) Event on Domestic Violence October 19, 1993 Assemblywoman Jackie Speier will attend.
Judith Klain:	Introduced Tracey Grossbach, an intern working in the commission office on statistics on employment.
Ken Thiesen: (SFNLAF) San Francisco Neighborhood Legal Assistance	Bad News: Governor Wilson turned down another domestic violence clemency case. Good News: California Alliance Against Domestic Violence - Six of their bills have become law and five are on the governor's desk. He thanked COSW for their support.
President Ito:	Verdict of Jean Ishibashi's Sexual Harassment Suit Against the American Friends Service Committee: Ruling against her was based on the definition of "A reasonable woman". There will be a Thank-you party held on October 3, 1993 from 1 - 4 P.M. where Ms. Ishibashi will go over her case with attorneys at the J.A.C.L. Headquarters at 1765 Sutter Street..
Lurilla Harris:	National Businesswomen's Leadership Association presents a One-Day Workshop on "Powerful Communication Skills for Women on October 22, 1993. RYKA Shoes will donate 7% of their profits to R.O.S.E. or Regaining One's Self Esteem. Call 255-RYKA for more information. From Assemblyman John Burton's Office comes the news that he has authored AB 25, an anti-child pornography bill that has been approved by the State Legislature. Other news: Janitors Union Local 87 of SEIU, AFL-CIO held a rally protesting the firing of 12 union janitors by a San Francisco Newspaper Agency.

10. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:12 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Special Meeting of the
Commission on the Status
of Women
Board of Supervisors Chambers
City Hall, San Francisco

October 23, 1993
10 a.m. to 12:00 Noon

A G E N D A

I. ROLL CALL/CALL TO ORDER

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- Conflicts of Interest/Sunshine Ordinance

IV. PUBLIC COMMENT

V. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

October 23, 1993

The Minutes of this meeting are missing.

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-93

Regular Meeting of the Commission
25 Van Ness Ave, Suite 70
Lower Level Conference Room
San Francisco, CA 94102

Thursday, October 28, 1993
4:30 P.M.

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AGENDA

I. **CALL TO ORDER/ROLL CALL**

II. **ADOPTION OF AGENDA**

III. **ADOPTION OF MINUTES**

IV. **EXECUTIVE DIRECTOR'S REPORT**

V. **NEW BUSINESS**

- Sunshine Ordinance
- Firefighter Recruitment

VI. **OLD BUSINESS**

- Sexual Harassment Study Update
- Domestic Violence Awareness Month Ceremony
- Homicide Study

VII. **COMMITTEES**

- Community Relations Committee
  - Outreach Plan
    - Update on "How To Get That Appointment" Workshop
    - Strategic Planning Document
  - Women's History Month
- Domestic Violence Committee

  No Report.

- Women and Employment Committee

  No Report.

VIII. LIAISONS

- Friends Committee
- Girl's Leadership Committee
- Low-Income Housing Project
- Women's Health Advisory Committee

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

Accessible seating is availabe for persons with disabilites. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street, West of Van Ness Avenue. Accessible parking availabe at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces. Accessible BART Station is Civic Center Station. Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
October 28, 1993

The Regular Meeting of the Commission on the Status of Women (COSW) was held on October 28, 1993 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	MEMBER EXCUSED
President Caryl Ito	Commissioner Terri Hanagan
Vice-President Patricia Chang	
Commissioner Louette Colombano	
Commissioner Rosa Rivera	
Commissioner Patricia Sullivan	
Commissioner Gwendolyn Tillman	

STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro
Tracey Grossbach (intern)

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Noting a quorum of the commission was present, President Ito called the meeting to order at 4:37 P.M.

2. ADOPTION OF AGENDA

m/c/s (Chang) move to adopt the agenda as written.

3. ADOPTION OF MINUTES

m/c/s (Tillman) move to adopt the minutes with the following change:

Under the Approval of Minutes, Commissioner Colombano stated that for the record, she wanted to include under "Election of Officers" that the minutes inaccurately reflected what occurred at the meeting and she had not approved the August commission meeting minutes. She further requested that the minutes reflect that she believed the minutes to be one-sided, slanted and did not reflect what she had said at the meeting.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson had no report but did comment on the friendly brunch that was held at her home on Sunday, October 24, 1993 where the Friends Committee and the commissioners had a chance to become acquainted.

5. NEW BUSINESS

Sunshine Ordinance

The Saturday meeting on October 23, 1993 was held to inform commissioners about the Conflict of Interest/Sunshine Ordinance.

(NOTE: Commissioner Rivera arrives at 4:45 P.M.)

Firefighter's Recruitment

Judith Klain announced that recruitment to be a firefighter for the city of San Francisco is under way and women are encouraged to apply. There will be an information session held on November 17, 1993 at 10 A.M. in the commission office.

6. OLD BUSINESS

Sexual Harassment Study Update

The Request for Proposals for the Sexual Harassment Study are coming in and are due on October 19, 1993. The selection of consultant will be made by mid-November.

Domestic Violence Awareness Month Ceremony

President Ito commended Rosario Navarrette on a job well done. Ms. Navarrette reported that the City Hall event went very well with good attendance and a powerful performance by the Pearl Ubangen Dancers. This event is held to give the public an awareness of domestic violence in our society and how we can all work to prevent it. People were awarded whose outstanding work helps to end domestic violence.

Ms. Navarrette added that next year since City Hall will be under renovation, they would like to hold the event at Yerba Buena Center and make it an evening fundraiser with the Friends Committee.

Ken Thiesen of the San Francisco Neighborhood Legal Assistance Foundation suggested that the display should go on the road and be set up at large corporations throughout the city for the month of October.

Homicide Study

Rosario Navarrette stated that the Press Conference for the Family Violence Prevention Fund Homicide Study was held on October 14, 1993. The event attracted a large press attendance. Members of the media suggested how to receive thorough media coverage with an emphasis on public service announcements.

The KQED Radio Show on domestic violence Commissioner Rivera planned was well received with good participation by host and audience.

7. COMMITTEE REPORTS

Community Relations Committee

Commissioner Tillman reported that the "How To Get That Appointment" Workshop phone survey included:

- Comments stated what great work the commission does and how COSW should inform more women's groups on their activities.
- Suggestion to do a yearly workshop.
- Future workshops: political campaign training, women's health concerns, sexual harassment, communiy and family violence, and leadership and mentorship programs.

Strategic Planning Document

Preliminary work on this document has begun with Sharon Johnson, President Ito and Vice President Chang. The Community Relations Committee would like to focus on the document with the basic premise of "what if" COSW did not exist and what impact would that have on the city.

Women's History Month

The committee is contacting other women's organizations to find out what they will be doing for the month of March - Women's History Month. They also plan to work collaboratively to co-sponsor events. Important emphasis on what is Women's History Month.

Domestic Violence Committee

No Report.

Women and Employment Committee

No Report.

8. LIAISONS

Friends Committee

Commissioner Sullivan stated that Lisa Hoffman has resigned as president of the Friends Committee but will stay on as fundraiser and committee member. Katy Kitchen has been selected President and Pat Fisher is the new Treasurer.

Girl's Leadership Committee

Commissioner Tillman reported that the Girl's After School Academy (GASA) is pursuing non-profit status for thie organization. There has been an offer to sell the building that is being built for them for $1.00.

Low Income Housing Project

Vice-President Chang had a meeting with Patty Dinner of the Low Income Housing Project. They are seeking a fiscal agent and are setting up their board. They would like to continue their association with COSW.

Women's Health Advisory Committee

The Women's Health Focus Groups are moving forward with the help of hard-working interns. They also wrote a grant to the San Francisco Foundation to help cover costs for the focus groups.

9. PUBLIC COMMENT

None.

10. ANNOUNCEMENTS

Commissioner Rivera stated the event at De Young Museum on October 23, 1993 by BAYLAW was held. Margaret Archer spent 15 minutes of her speech on the subject of domestic violence.

The Women's Health Forum will be held at the Miyako Hotel on October 30, 1993 from 9 A.M. - 1 P.M.

The COSW Retreat is on Sunday, November 7, 1993 from 9 A.M. to 1 P.M. with Susan Colson as facilitater.

The Women's Foundation is presenting the movie "Warrior Marks" at the Castro Theatre on November 18, 1993.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:40 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Special Meeting of the Commission
52 Pierce Street
San Francisco, CA
(Residence of Terri Hanagan)

Sunday, November 7, 1993
9 AM to 1 PM

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AGENDA

* PLEASE NOTE: PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- 1993-94 Organizational Plan

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provided upon request with 72-hour advance notice. Street parking is available on Pierce Street. Accessible BART Station is Civic Center Station. Accessible MUNI Metro is N-Judah and bus lines are 7-Haight and 6 Parnassus. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's effeorts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

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FIREFIGHTER JOBS

Firefighting is a challenging career with excellent pay and benefits. Learn more at a presentation by female firefighters on:

Wednesday
November 17, 1993
10 AM

at the Commission on the Status of Women
25 Van Ness Ave. Room 130
(at Market)
Tel. 252-2570

San Francisco Fire Department

DIVISION OF
MANAGEMENT SERVICES

Employment Opportunity with the City and County of San Francisco

H-2 Firefighter (Entry Level)

CURRENT ANNUAL SALARY (as of 4/93):

1st year	$41,864
2nd year	$43,952
3rd year	$46,145
4th year	$48,468

DUTIES: Responds to fires and other emergencies, including medical crises and auto accidents, maintains Department equipment, and routinely inspects businesses, schools, and homes to ensure fire safety.

AVAILABILITY OF APPLICATIONS: The job announcement is expected to be issued in late 1993, with an application filing deadline in the early months of 1994. Successful applicants will be tested approximately two months after the application filing date.

EXAM PROCESS: To be eligible for hire, you must achieve a qualifying score in a Written and Oral Comprehension Test and pass a Physical Ability Test, a background investigation and a medical examination.

MINIMUM QUALIFICATIONS:

- 18 years of age
- No citizenship required, but must be eligible to work in the U.S.
- CA driver's license with good driving record (at appointment)
- High school diploma or equivalent
- San Francisco resident for at least four months prior to the final date of application and through four months after the date of hire.
- Good physical health, including good vision

CANDIDATES MUST MEET THESE MINIMUM QUALIFICATIONS IN ORDER TO ACHIEVE EMPLOYMENT AS SAN FRANCISCO FIREFIGHTERS.

(**Please note: These are the minimum qualifications established for the most recent administration of the H-2 Firefighter exam and are subject to change.)

BENEFITS:

- 11 paid holidays per year
- Two week paid vacation after one year
- Choice of several health plans (family coverage available)
- Comprehensive retirement plan
- All uniforms and equipment provided

FOR MORE INFORMATION OR TO RECEIVE NOTIFICATION OF THE APPLICATION DATE: Call the SFFD Recruitment Unit: 552-5432

(415) 861-8000 Ext. 250 260 Golden Gate Avenue, Room 311 San Francisco, CA 9410

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Regular Meeting of the Commission
25 Van Ness Ave., Suite 70
Lower Level Conference Room
San Francisco, CA 94102

Thursday, November 18, 1993
4:30 p.m.

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AGENDA

*** Public Comment will be heard after each agenda item.**

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

IV. EXECUTIVE DIRECTOR'S REPORT

- San Francisco/Bay Area Women's Consortium Health Forum

V. NEW BUSINESS

- Task Force of the Board of Supervisors regarding prostitution laws
- 1994 Health Care Program Series
- "Adopt A Family" Holiday program
- Update on Police Department Hensic Case

VI. OLD BUSINESS

- Selection of Consultant for Sexual Harassment

VII. COMMITTEE REPORTS

A. Community Relations Committee

- Strategic Planning Document
- Women's History Month

B. **Domestic Violence Committee**

- Committee Structure/Possible Changes
- San Francisco Domestic Violence Consortium Report
- Focus Groups Report:
  - Services: Survey on Battered Women and Substance Abuse
  - Public Education/Awareness
  - Charan Implementation Task Force
- Legislation

C. **Women and Employment Committee**

VIII. LIAISON REPORTS

A. **Friends Committee**
B. **Girl's Leadership Committee**
C. **Low-Income Housing Project**
D. **Women's Health Advisory Committee**

IX. PUBLIC COMMENT

X. ANNOUNCEMENTS

XI. ADJOURNMENT

Location is wheelchair accessible. Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provide dupon request with 72-hour advance notice. Blue handicapped parking zones on Oak Street and Hickory Street, West of Van ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces. Accessible BART Station is Civic Center Station. Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6, 7, 42, 49 and 71. Meeting proceedings availabel in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility hotline at (415) 554-8925. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

8/93

MINUTES
November 18, 1993

The Regular Meeting of the Commission on the Status of Women (COSW) was held on November 18, 1993 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	MEMBERS EXCUSED
President Ito	Vice President Chang
Commissioner Colombano	Commissioner Sullivan
Commissioner Hanagan	
Commissioner Rivera	
Commissioner Tillman	

STAFF PRESENT

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro
Ginette Geer (volunteer)

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Noting a quorum of the commission was present, President Ito called the meeting to order at 4:36 P.M.

2. ADOPTION OF AGENDA

m/c/s (Tillman) move to adopt the agenda as written.

3. ADOPTION OF MINUTES

m/c/s (Colombano) move to adopt the minutes with the following corrections:

- *Under Girl's Leadership Committee, Commissioner Tillman corrected the second sentence to read: "They have purchased the building from the school for $1.00."*
- *Under Friend's Committee, Katy Kitchen's name should be spelled "Katie Kitching".*

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson reported that the health forum went very well with 200 women in attendance. Other information included:

- *Congresswoman Nancy Pelosi was in attendance.*
- *Catherine Dodd represented the Clinton Health Plan.*
- *Four panelists represented women's health care needs.*
- *Further information is available in commission office.*

5. NEW BUSINESS

Task Force of the Board of Supervisors regarding Prostitution Laws

Sharon Johnson stated that Supervisor Hallinan authored a Resolution to establish a task force to study prostitution laws in San Francisco. COSW will have a representative on the task force.

Ms. Johnson informed the commission that she has chosen Carol Leigh, a former sex worker and present member of the Women and Employment Committee, to be COSW's representative on the task force.

1994 Health Care Program Series

The California Women Lawyers organization has requested that COSW co-sponsor a Health Care Program Series in January, 1994. The event will be held at the Hyatt Regency Hotel at Five Embarcadero Center on January 27, 1994 from 6-9:30 P.M.

Motion (Tillman) move to co-sponsor the California Women Lawyer's 1994 Health Care Program Series.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera, Tillman Excused: Chang, Sullivan.

"Adopt A Family" Holiday Program

Judith Klain explained the "Adopt A Family" holiday program sponsored by the Department of Social Services for the City of San Francisco. Staff has already consented to adopt a family. The recipient family would receive gifts, clothes and other household items.

Motion (Ito) move to participate in the "Adopt A Family" program.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera and Tillman Excused: Chang, Sullivan.

Update on Police Department Hensic Case

Judith Klain gave a history of the Police Department Hensic Case and COSW's involvement. COSW is now working with the Police Department to incorporate changes in their D17 discrimination order to make the process more effective.

6. OLD BUSINESS

Selection of Consultant for Sexual Harassment

Judith Klain thanked President Ito and volunteer, Ginette Geer for their help in selecting the consultant to work on the Sexual Harassment Policy and Guidelines for the City of San Francisco Experts Panel. The Experts Panel's recommendation is to award the contract to Merrick T. Rossein and Associates. The decision was based on Professor Rossein's recent intensive work on a similar sexual harassment policy for New York City.

Ginette Geer noted that New York and San Francisco are leading the nation in establishing sexual harassment guidelines for their cities.

Motion (Colombano) move to approve Experts Panel's selection of Sexual Harassment Consultant contract to Merrick T. Rossein Associates.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera, Tillman Excused: Chang, Sullivan.

Motion (Colombano) move to approve second choice of Sexual Harassment Consultant contract to Maudell Terry and Business Aura.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera, Tillman Excused: Chang, Sullivan.

Commissioner Rivera suggested to hold a fundraiser with the Friends Committee after the Sexual Harassment Guidelines are completed.

7. COMMITTEE REPORTS

A. COMMUNITY RELATIONS COMMITTEE

Strategic Planning Document

Commissioner Tillman stated that the strategic planning document will highlight the leading role COSW is playing in establishing sexual harassment guidelines for San Francisco.

Sharon Johnson reported that the Human Rights Commission will consider a resolution in support of COSW as a separate and independent agency from the Human Rights Commission.

Women's History Month

The committee is sending out questionnaires to women's groups asking them what their plans are for Women's History Month.

B. DOMESTIC VIOLENCE COMMITTEE

Commissioner Rivera reported that the committee is restructuring and changing their meetings to every other month.

Rosario Navarrette stated the committee is looking at their goals and working to establish a Speaker's Bureau and Domestic Violence Library. The homicide study will be formally printed and disseminated.

San Francisco Domestic Violence Consortium

Krishanti Dharmaraj was hired as staff to the San Francisco Domestic Violence Consortium with a grant of $75,000 from the San Francisco Foundation and KORET. It was further reported that a fundraiser was sponsored in the gym used by Kristy Ramesy, a domestic violence victim. $4,000 was raised to help the Consortium.

Focus Groups

A. The survey on Battered Women and Substance Abuse will be ready next year, with the forum for the drug treatment program and the domestic violence agencies scheduled for March 1994.

B. An idea was brought forth to sponsor year-round Public Education/Awareness on domestic violence and to display the COSW domestic violence exhibit in corporation lobbies throughout the year.

C. *Charan Implementation Task Force will be holding a meeting the following Monday. Changes may be made in the structure of the subcommittee.*

Legislation

Marriage License Fees: The Governor signed SB5 (Presley) bill. As of the new year, marriage licences will increase by $4.00. COSW will receive $23.00 for every marriage license issued. This increase will come directly to the county. This is very good news for the shelters since the number of marriages have been declining for the past five years.

C. WOMEN AND EMPLOYMENT COMMITTEE
No Report.

8. LIAISON REPORTS

A. Friends Committee
There is a meeting this evening.

B. Girl's Leadership Committee
No Report.

C. Low Income Housing Project
No Report.

D. Women's Health Advisory Committee
Sharon Johnson stated that 15 focus groups were held on women's health needs. Five interns did a wonderful job and are now writing a draft report of their findings from the focus groups. Reports will be done by February 1, 1994.

9. PUBLIC COMMENT

Lurilla Harris commented that she had heard about the focus groups too late for her to attend.

10. ANNOUNCEMENTS

The COSW Retreat will be held on December 5, 1993 from 9 A.M. - 1 P.M. at Terri Hanagan's residence.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:55 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

Special Meeting of the Commission
52 Pierce Street
(residence of Terri Hanagan)
San Francisco, CA

Sunday, December 5, 1993
9 A.M. - 1 P.M.

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A G E N D A

* Public Comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. NEW BUSINESS

- FY 1994-95 Budget Discussion
- 1994-95 Planning Discussion
- 1994-95 Strategic Planning

IV. PUBLIC COMMENT

V. ANNOUNCEMENTS

VI. ADJOURNMENT

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City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

DECEMBER 5, 1993

SPECIAL MEETING OF THE COMMISSION ON THE STATUS OF WOMEN
DECEMBER 5, 1993
9:00 A.M.
52 Pierce Street, San Francisco

COMMISSIONERS PRESENT
Commissioner Ito, Chair
Commissioner Chang, Vice Chair
Commissioner Colombano
Commissioner Hanagan
Commissioner Rivera
Commissioner Sullivan
Commissioner Tillman

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STAFF PRESENT
Sharon Johnson
Judith Klain
Rosario Navarrette

Noting a quorum was present Commissioner Ito called the meeting to order at 9:20 AM.

Following the adoption of the Agenda, Commissioner Ito turned the meeting over to Susan Colson, Facilitator of the special planning meeting. Ms Colson requested participates to express what they wanted to accomplish at the meeting. Following this procedure, Ms. Colson pointed out that it was clear that the desired outcomes were the budget, strategic plan and learn how to:

1) move forward
2) focus
3) state priorities

After going over the working agreements for the planning meeting, she asked that Commissioner Ito report on what has already taken place regarding the strategic plan. This information led to a discussion on priorities and work plan. **(Refer to attached document as prepared by Susan Colsen).**

PUBLIC COMMENT
None

ANNOUNCEMENTS
None

ADJOURNMENT
Meeting adjourned at 1:05 PM.

COMMISSION ON THE STATUS OF WOMEN
ANNUAL MEETING
December 5, 1993

DRAFT AGENDA

9:00 **Call to order, roll call, adopt agenda** (Susan, Caryl, Sharon)

9:10 **New business:** intros, ground rules, desired outcomes (Susan, Caryl, Sharon)

9:20 Information-sharing: current status of budget, summary of meeting with COSW supporters (Caryl, Sharon)

9:40 **Planning discussion:** Key issues facing COSW at this time (brainstorm and prioritize)

10:10 Discussion of and possible responses to prioritized issues

11:15 Roles of commissioners, staff and committees in response

12:15 Upcoming budget decisions

12:35 Strategic Planning Action Plan: who will do what by when

12:55 Meeting evaluation, close

DESIRED OUTCOMES
- Better sense of commission & key issues
- Focus/priorities
- Direction: of our work/committees
- Understanding of what we accomplish
- More than one year plan, including resources
- Unified understanding of next year: survival & beyond, role of employment committee
- Re-examine our accomplishments, re-prioritize
- Financial issues & how they fit with budget & plan
- Fitting our backgrounds, experience to accomplish COSW's work
- Way to "check in" re: our work at various levels & our priorities

GROUND RULES
- Ask questions as they occur
- Think as broadly as possible, don't let present constrain you
- Be as open as possible in evaluation & assessment

INFO-SHARING
- Meeting with supporters: want us to survive - gave suggestions re: public perception, how to structure our "case for existence"
- Budget info: (Deadline: Feb. 94 for key documents)
- 10% cut in administration: public safety out
- Focus on domestic violence, collaboration with other agencies
- Performance measures: public perception of our role & accomplishments (marketing campaign)

KEY ISSUES FACING COSW--BRAINSTORM

- Positioning: community/media/government/political perception that we can put people in touch with resources (information & others) are we window dressing?
- Gap between our broad mandate & resources limits: recommended 7 staff originally
- Our role in illustrating "state of women in S.F." (including media perception) and our relationship to that "state"
- Community base/government positioning: how to cover all those "positioning" bases?
- Community more aware & questioning/critical of government -> want to hold us more accountable
- Tight funds for public entities like us
- How to get more effective press coverage
- COSW not taken seriously enough by press
- Backlash re: women's issues & feminism (we must define issues)
- Possible "joining" of HRC & COSW: some public perception/ agreement with this
- Need to continue to work on our goals re: domestic violence and workplace issues
- Need to continue to support & move the "public" aspect of feminism
- COSW is powerful within City government
- Our role with young women/girls
- Domestic violence is now perceived as a public safety issue (&/or public health)

KEY ISSUES-- SYNTHESIZED AND PRIORITIZED

A. Positioning: media, community, government, political (including strengths) (9 votes)
B. Need to define "state of women" in S.F. (8 votes)
C. Gap between broad mandate & limited resources (4 votes)
D. Possible joining of COSW/HRC (2 votes)
E. Community more critical of government (no votes)
F. Backlash against women (no votes)
G. D-V as public safety issue (no votes)
H. Role with young girls (no votes)

RESPONSES, GIVEN ABOVE PRIORITIES

Goal: Update our community visibility

- Training: we need to be trained to go to other organizations meetings & "pitch" COSW
- IWD: March 8
- Honor work of organizations in community: rethink "women make a difference" or other recognition event, with private sector/Friends involvement
- Newsletter (Friends)
- Focus work of Friends: direct them to take on one task- they are a "weak link" right now (go on 12/15 to pitch them) & ongoing role re: funds they have that supports us
- Each of us carry community materials with us and identify ourselves as Commissioners & pitch its work (generally, not specific positions)

MEDIA

Goal: Develop favorable media visibility

- They thrive on "juice" - train ourselves to make our interests interesting to them - our angle must appeal to them (Spin doctor)
- Comm. Columbano's case: how to use to our advantage? Need press strategy.
- Strategy needed for our good work getting publicized that is more than 1 time: reporters need a story
- Ask for meetings with editorial boards of Examiner, Chronicle to build relations & find out what they want etc. (Comm. relations)

GOVERNMENT
Goal: Buy into our position that we should exist as separate agency.
• Our strength within city government-- build on it: agencies we have affected
- Adult probation
- Victim witness
- Police
- Fire
• Emphasize the positive spins of our work with department agency managers: "men who make a difference" "good guy awards"
• Send "thank you" letters to anyone who helps us (Commissioners, as well as staff)
• Build on trainings staff have done with departments
• Transfer the good will built here into community (e.g. appt. seminar

POLITICAL
Goal: Use election year as leverage
• Build relations with Board of Supervisors
• Take a supervisor to lunch
• Identify leader among Board of Supervisors - rotate among them based on issues, we shouldn't make one of them our "pet projects": we might become of of theirs
• Identify their "WIIFM's" (What's in it for me?) and pitch to those (Maher, Shelley, Conroy, Migden, Leal: up for election)
• Respond to B of S request for work (e.g. Ann Conroy asked for hearing: build this relation gingerly)
• Folks in Mayor's office: Immendorfs, W. Paskin -> give them info, build social relations with them. Commissioners. Always mention that you are on COSW & pitch one aspect of your work to them
• Don't forget L. Renne: may run for Mayor & is City Attorney

ROLE/TASKS
A. Training ourselves to "pitch" COSW in community
1. Community relations committee will gather from committees, commissioners, staff
   a. their key issues & what COSW is doing to address it
   b. do a "sales pitch" training (with Friends). Invite key players
B. Focus work of Friends of COSW (they have been building their internal leadership)
   - Staff (SJ) & other commissioners go to their meetings
   - Examine liaison role - should it be someone on C.R. committee or P. Sullivan or both? Someone on C.R. as formal liaison

ROLE OF EMPLOYMENT COMMITTEE
• Can there be a 6 month strategy to build media campaign that uses our best skills & time as Commissioners? YES
• Name a Friends member to Comm. Rel. committee

ROLE OF COMMITTEES: AGREED--Community relations is our priority this year:
•For next year, community relations comm. is priority. Other 2 less important for next year
• Community relations committee role is to position us in all aspects of community:
• Continue employment-related work at staff level. 3 options for committee:
1. Doing work of the ordinance. Postpone employment committee's work for next 6 months, -or-
2. For next 6 months, focus committee's work as building COSW identity within private industry
3. Support/highlight the study (code of conduct) -> sell the study to various publics -> emphasize the positives of our work in this committee

• Role of domestic violence committee? D-V has government attention on all levels - committee can be focused on being media spokespeople on this issue: committee work should focus on one area the ties in with goal to increase COSW visibility this year. Sharron (sp?) work must continue.

Proposal: maintain each committee. Each committee will prioritize their work to enhance the public relations/visibility goal of COSW in next 6 months/year.

STRATEGIC PLAN CAMPAIGN
P. Chang as point person of strategic plan, working with
- Gwen
- Sharon
- Caryl

POINT PERSON ROLE:
- Set strategy in motion
- Delegate work to rest of us & hold us accountable
- Make sure all four areas are being addressed
(Exec. summary & edit: Person given knows 2 interns: TWF Coro)

Employment comm: Patricia S. (Chair) & Terri H. on committee

Liaison with Friends: P.S. will attend, one other person will attend, we'll try to get one of them appointed to community relations committee

NEXT STEPS
• Committees' priorities identified & communicated to COSW as whole by Feb. 1 1994
• Community relations will work out official liaison to Friends & Friends member of C.R. comm. by Feb. 1 1994
• Training for commissioners/staff: by Apr 1 1994 - Caryl, Louette, Sharon
  - work on it: 12/94 meeting
  - 3/94 - training re: pitch/spin (at special meeting?)

BIN
Comm. Columbano's case: press strategy

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

12/93

REGULAR MEETING OF THE COMMISSION
25 Van Ness Avenue, Suite 70
Lower Level Conference Room
San Francisco, CA 94102

THURSDAY, December 23, 1993
4:30 P.M.

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AGENDA

* Public Comment will be heard after each agenda item.

I. CALL TO ORDER/ROLL CALL

II. ADOPTION OF AGENDA

III. ADOPTION OF MINUTES

IV. EXECUTIVE DIRECTOR'S REPORT
- Fiscal Year 1994-95 Budget Update

V. STAFF REPORT
- Updates on Work Related Project

VI. NEW BUSINESS

- NOMINATION OF SHEILA MULLEN TO COMMUNITY RELATIONS COMMITTEE

ACTION: Consideration of Ms. Mullen to Community Relations Committee

- SEMINAR PROPOSAL

ACTION: Consideration to approve Employment Seminar

- SPONSORSHIPS

ACTION: To consider sponsoring the following events: 1) "We Only Hurt The Ones We Love"; 2) "Time Off For Women; 3) "Partners Ending Domestic Abuse" fundraiser.

VII. OLD BUSINESS
- STRATEGIC PLAN UPDATE
  - Timetable/Goals
  - Committee Goals

VIII. COMMITTEE REPORTS

. COMMUNITY RELATIONS COMMITTEE
Updates: . Outreach Plan
. Women's History Month

. DOMESTIC VIOLENCE COMMITTEE
. Committee Structure
ACTION: Consider approval of committee structure.

. Universalist for the Prevention of Violence.
ACTION: Consideration to support.

. National Coalition Against Sexual Assault Conference.
ACTION: Consideration to support.

. REPORTS:
. Focus Groups
. California Coalition for Battered Women in Prison

. LEGISLATION - AB 356 (Snyder).
. Update on Sacramento trip.

. WOMEN IN EMPLOYMENT COMMITTEE

IX. LIAISON REPORTS
. Friends Committee
. Women's Health Advisory
. Low Income Housing Project
. GASA

X. PUBLIC COMMENT

XI. ANNOUNCEMENT

XII. ADJOURNMENT

Location is wheelchair accessible. Accessible seating is available for persons with disabilities. American Sign Language interpreters and FM amplification system provide upon request with 72-hour advance notice. Blue Handicapped parking zones on Oak Street and Hickory Street, West of Van Ness Avenue. Accessible parking available at Civic Center Plaza Garage, Performing Arts Garage at Grove and Gough Streets, the private lot adjacent to the building, and metered parking spaces. Accessible BART Station at Civic Center Station Accessible MUNI Metro Station is Van Ness Station and MUNI Bus Lines 6,7,42,49 and 71. Meeting proceedings available in alternative formats. Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our accessibility people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.

COMMISSION ON THE STATUS OF WOMEN

December 23, 1993

The Minutes of this meeting are missing.

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FIREFIGHTER JOBS

Firefighting is a challenging career with excellent pay and benefits. Learn more at a presentation by female firefighters on:

Tuesday
January 11, 1994
10 AM

at the Commission on the Status of Women
25 Van Ness Ave. Room 130
(at Market)
Tel. 252-2570

an Francisco Fire Department

DIVISION OF
MANAGEMENT SERVICES

Employment Opportunity with the City and County of San Francisco

H-2 Firefighter (Entry Level)

CURRENT ANNUAL SALARY (as of 4/93):

1st year	$41,864
2nd year	$43,952
3rd year	$46,145
4th year	$48,468

DUTIES: Responds to fires and other emergencies, including medical crises and auto accidents, maintains Department equipment, and routinely inspects businesses, schools, and homes to ensure fire safety.

AVAILABILITY OF APPLICATIONS: The job announcement is expected to be issued in late 1993, with an application filing deadline in the early months of 1994. Successful applicants will be tested approximately two months after the application filing date.

EXAM PROCESS: To be eligible for hire, you must achieve a qualifying score in a Written and Oral Comprehension Test and pass a Physical Ability Test, a background investigation and a medical examination.

MINIMUM QUALIFICATIONS:

- 18 years of age
- No citizenship required, but must be eligible to work in the U.S.
- CA driver's license with good driving record (at appointment)
- High school diploma or equivalent
- San Francisco resident for at least four months prior to the final date of application and through four months after the date of hire.
- Good physical health, including good vision

CANDIDATES MUST MEET THESE MINIMUM QUALIFICATIONS IN ORDER TO ACHIEVE EMPLOYMENT AS SAN FRANCISCO FIREFIGHTERS.

(**Please note: These are the minimum qualifications established for the most recent administration of the H-2 Firefighter exam and are subject to change.)

BENEFITS:

- 11 paid holidays per year
- Two week paid vacation after one year
- Choice of several health plans (family coverage available)
- Comprehensive retirement plan
- All uniforms and equipment provided

FOR MORE INFORMATION OR TO RECEIVE NOTIFICATION OF THE APPLICATION DATE: Call the SFFD Recruitment Unit: 552-5432

5) 861-8000 Ext. 250 260 Golden Gate Avenue, Room 311 San Francisco, CA 94102

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, January 27, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70 , Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Louette Colombano
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Patricia Sullivan
Commissioner Gwendolyn Tillman

** PUBLIC COMMENT WILL BE HEARD AFTER EACH AGENDA ITEM.*

1. ***CALL TO ORDER/ROLL CALL***

2. ***ADOPTION OF AGENDA***

3. ***ADOPTION OF MINUTES***
   - *Regular Meeting of November 18, 1993*
   - *Special Meeting of December 5, 1993*

4. ***EXECUTIVE DIRECTOR'S REPORT***
   - *"Come Into The Sun Coalition" Update*

5. ***STAFF REPORT***
   - *Updates on Work Related Projects*

6. ***NEW BUSINESS***

   - ***FY 1994-95 Budget***

   Discuss COSW's FY 1994-95 Budget recommendations to the Mayor's Office.

   - ***Friends Committee***

   Discuss priorities and process.
   ACTION: Adopt a policy on priorities and process to request funds for COSW's use from the COSW's Friends Committee.

- ***Seminar Proposal***

ACTION: Consideration to approve Employment Seminar.

- ***Sponsorships***

ACTION: To consider sponsoring the following events:

1. *"We Only Hurt The Ones We Love"*
2. *"Time Off For Women"*
3. *"Partners Ending Domestic Abuse"*
4. *Comadres Latina Conference*
5. *Women's International Luncheon*
6. *Women In Action*
7. *Professional & Businesswomen's (PBWC) Annual Conference*

- ***Nomination of Sheila Mullen to the Community Relations Committee***

ACTION: Consideration of Ms. Mullen to the Community Relations Committee.

- ***Resolution Opposing Consolidation of Human Rights Commission with COSW.***

ACTION: To consider support of resolution.

7. OLD BUSINESS

- ***Strategic Plan Update***
  - *Timetable/Goals*
  - *Committee Goals*

ACTION: To approve the recommendations of the timetable and committee goals.

8. COMMITTEE REPORTS

- ***Community Relations Committee***

  Updates: Outreach Plan
  Women's History Month
  No action expected.

- ***Domestic Violence Committee***
  - *Legislation: SB 279 - An act to amend Section 4058 of, and to add Section 5230.5 to the Family Code.*

  ACTION: To consider opposing the legislation.
  - *Adoption of Committee Structure*

  ACTION: To consider structure of committee

- ***Women and Employment Committee***
  - *Adoption of committee goals.*

  ACTION: To adopt the recommended goals for the women and employment committee.

9. LIAISON REPORTS

- ***Friends***
- ***Women's Health Advisory***
- ***Low Income Housing Project***
- ***Girls After School Academy (GASA)***

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
January 27, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on January 27, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	MEMBER EXCUSED
President Ito	Vice President Chang
Commissioner Colombano	
Commissioner Hanagan	
Commissioner Rivera	
Commissioner Sullivan	
Commissioner Tillman	

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STAFF PRESENT

Sharon Johnson
Judith Klain
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:33 P.M.

2. ADOPTION OF AGENDA

m/s/c (Tillman) move to adopt the agenda with the following amendment: Commissioner Sullivan withdraws the Seminar Proposal under New Business.

3. ADOPTION OF MINUTES

Regular Meeting of November 18, 1993

m/s/c (Rivera) move to adopt the minutes of November 18, 1993 as written.

Special Meeting of December 5, 1993

m/s/c (Sullivan) move to adopt the minutes of Special Meeting of December 5, 1993 with the following correction: On Page 3 under Role of Committees Agreed, delete second sentence.

4. EXECUTIVE DIRECTOR'S REPORT

Come Into The Sun Update

Sharon Johnson, Executive Director, stated that the "Come Into The Sun" Coalition organization is back in operation working as a coordinating group for three series of one-day conferences regarding incarcerated women. The series will begin between May and August of this year. Topics that will be covered: health; alternatives following prison; and housing. COSW will continue to serve in an advisory capacity.

5. STAFF REPORT

Updates on Work Related Projects

Sharon Johnson recommended postponement of this item until next month's meeting.

6. NEW BUSINESS

Friends Committee

Commissioner Sullivan reported the Friends Committee Retreat will be held on February 5, 1994 from 10AM-3PM. Sharon Johnson explained how and what funds are requested from the Friends. She suggested it would be useful to have a timely process in submitting requests on a scheduled basis. Julie Moll from the City Attorney's office explained how Friends Committees are formed and the purpose in which they serve commissions.

m/s/c (Colombano) move that the commission address expenditures to the Friends Committee on a quarterly basis and submit regular memberships and sponsorships that will come up for the next quarter.

As was discussed at the COSW Retreat, suggestion was made to have commissioners attend Friends Committee meetings. Commissioners agreed to attend the Friends Committee meetings on a rotating member basis.

FY 1994-95 Budget

Sharon Johnson explained the budget report-draft copy to the commission, pointing out that there appears to be a tentative $25,000 shortfall. Barrie Stewart of the Mayor's Office stated that corrections will be made on any reporting factors that affect the budget such as counting seven commissioners as staff people. Mr. Stewart stated that he was available to answer any questions commissioners might have regarding the budget.

Seminar Proposal

This issue had been withdrawn by Commissioner Sullivan.

Sponsorships

We Only Hurt the Ones We Love - Too late to sponsor.

Time Off for Women - Too late to sponsor.

Partners Ending Domestic Abuse - I. Magnin's luncheon fashion show on February 23, 1994 at Union Square.

Comadres Latina Conference - A symposium to discuss violence and Latinas in the Bay Area to be held on February 26 and 27, 1994.

m/s/c (Tillman) move to endorse the Comadres: Mujeres Luchando Por El Cambio Symposium (Latina Conference on Domestic Violence).

Women's International Luncheon - March 8, 1994 at 11AM at the Sheraton Palace Grand Ballroom. A table for 10 will be reserved for COSW.

m/s/c (Hanagan) move to endorse the Women's International Luncheon and commit to fill a table for 10 at the event.

"Women in Action" Lobby Day - This annual event held in Sacramento will feature this year "Seeking Equity Through Legislation: A Woman's Perspective".

m/s/c (Rivera) move to co-sponsor Women in Action Lobby Day - 1994.

PBWC - Professional and Businesswomen's Annual Conference - May 12, 1994. They are requesting COSW endorse the event and share our mailing list.

m/s/c (Tillman) move to endorse the Professional and Businesswomen's Conference, Inc. (PBWC) annual conference on May 12, 1994.

Nomination of Sheila Mullen to the Community Relations Committee

Commissioner Tillman stated that Sheila Mullen is nominated to the Community Relations Committee. She presently is in charge of the Employee Recognition Awards at Muni and was instrumental in coordinating the Women's Awards ceremony last year for COSW.

m/s/c (Sullivan) move to approve Sheila Mullen as a member of the Community Relations Committee.

Resolution Opposing Consolidation of Human Rights Commission with COSW.

Sharon Johnson submitted a draft copy of the resolution: "Sustaining COSW as a Separate City Department" and asked the commissioners to review and make necessary changes. This resolution will be submitted with the budget on March 1, 1994. An Executive Summary is

being prepared and a public hearing will be held in April to complete the process of attaining COSW's independence from HRC.

Motion (Tillman) move to accept the resolution - "Sustaining COSW as a Separate City Department" to be submitted with COSW's budget.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera, Sullivan and Tillman Excused: Chang

OLD BUSINESS

Strategic Plan Update

Sharon Johnson reported that she and two interns are working on the Strategic Plan. They will have a draft by February 8, 1994. The emphasis will be on domestic violence, women in poverty, incarcerated women and the homeless. An additional intern will be doing her thesis on the Strategic Plan.

A public hearing on sustaining COSW as a separate city department will be held on Wednesday, April 13, 1994 from 4 - 8 P.M. on the 8th Floor Conference Room at 25 Van Ness Avenue.

This issue will be a continuing agenda item until it is completed.

8. COMMITTEE REPORTS

Domestic Violence Committee

Commissioner Rivera reported on the committee's actions:

- Discussion of times meetings would be held by the Domestic Violence Committee.
- Recommendation was made to include sexual assault on committee membership.
- Goals for 1994-95: Speaker's Bureau, Leadership Awards, Domestic Violence Awareness Month in October.
- Opposition to SB 279

Legislation: The Domestic Violence Committee discussed the impact of SB 279 on women at its last meeting. SB 279 (Calderon) is a bill to amend sections 4058 and 5230 of the Family Code which gives the count discretion to consider the earning capacity of a parent in lieu of the parent's income, when determining support.

This bill would penalize women who are professionals or have a skill and are unemployed. The Domestic Violence Committee recommended opposing the bill based on the negative impact on women.

m/s/c (Colombano) move to oppose SB 279. Ayes: Colombano, Hanagan, Ito, Rivera, Tillman Nay: Sullivan Excused: Chang

m/s/c (Tillman) move to adopt the Domestic Violence Committee structure; schedule 10 meetings a year and to expand the membership to include sexual assault representatives.

NOTE: Commissioner Rivera is excused at 6:35 P.M.

Community Relations Committee

Commissioner Tillman report included the following:

- A mailing was sent to women's organizations requesting information on type of events they will be hosting in March for Women's History Month.
- The committee is planning to do a Public Service Announcement with these events.

Women and Employment Committee

There was a discussion of the Women and Employment Committee Goals. They are as follows:

A. Outreach and education on sexual harassment and other forms of workplace discrimination.
B. Expand women's employment opportunities.
C. Promote, support and monitor legislation affecting women and work.
D. Organize an event in recognition of women's contribution to work.
E. Support and assist community based endeavors that enhance the goals of the committee.

m/s/c (Tillman) move to adopt the goals of the Women and Employment Committee.

9. LIAISON REPORTS

Girl's After School Academy (GASA)

Commissioner Tillman shared the newspaper article about the GASA program with commissioners. It gave a positive review of the success of this innovative program. Commissioner Tillman reported that three-fourths of the funding for the program has been procured for 1994. Report included:

- Saturday program is running well.
- Revamped the Board of Directors.
- Opened Sunnydale GED Program for adults.
- Created security by enlisting deputies from houses around their building in exchange for gardening.
- GASA program for girls include: street violence prevention, critiquing rap and videos,

for gardening.

- GASA program for girls include: street violence prevention, critiquing rap and videos, public speaking, learning sign language, getting a physical exam and learning to read the newspaper.

Friends Committee

No further report.

Women's Health Advisory

Sharon Johnson reported that two more focus groups were held: women living with cancer and hearing impaired women. On February 3, 1994, the Women's Health Advisory Committee will review the reports from the completed 19 focus groups.

(NOTE: Commissioner Tillman excused at 6:55 P.M.)

Low Income Housing Project

Sharon Johnson reported that the group is getting back into action and are thinking of non-profit status. Next meeting will be on February 10th and Ms. Johnson will attend.

10. PUBLIC COMMENT

Lurilla Harris announced the ballot for single payer initiative.

11. ANNOUNCEMENTS

- Commissioner Hanagan announced the National Women's Political Caucus (NWPC) event at Hayward Chabot College. Admission fee is $65. It will be held on February 5th and 6th, 1994. Call Laurel Knapp at 1-800-235-0009 for more information.

- Commissioner Colombano will not be present at February's Regular Commission meeting.

- Sharon Johnson announced a conference for small business owners hosted by the Human Rights Commission. Small Business World Exposition and Conference will be held February 14 and 15, 1994 at Moscone Convention Center.

12. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 7:00 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, February 24, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Louette Colombano
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - Regular Meeting of January 27, 1994

4. EXECUTIVE DIRECTOR'S REPORT

5. STAFF REPORT
   - Updates on Work Related Projects

6. NEW BUSINESS

   - COSW's Budget Fiscal Year 1994-95
     ACTION: To approve FY 94-95 Budget

   - Domestic Violence Experts Panel: Re-application of 1994-95 Funding Recommendation
     ACTION: To consider approval of 1994-95 Funding recommendation.

- San Francisco Coalition Against Sexual Assault
  ACTION: To endorse the Coalition's event on panel discussion on media coverage of domestic violence and sexual assault cases.

7. **COMMITTEE REPORTS**

- **Community Relations Committee**
  - Outreach Plan

    Update on Human Rights Commission's hearing on consolidation.
    No Action.

    Executive Summary - findings for 1994 Report on the Status of Women and Girls in San Francisco.
    ACTION: To approve Executive Summary.

    April 13, 1994 Public Hearing
    ACTION: To approve plan of strategy for hearing.

  - Women's History Month

    Calendar of Events
    ACTION: To approve Calendar of Events for Women's History Month.

- **Domestic Violence Committee**
  - Nomination of Rebecca Rolfe as a new member of the Committee with Nina Jo Smith as an alternate.
    ACTION: To consider approval of Rebecca Rolfe as a new member of the Committee with Nina Jo Smith as an altemate.

- **Women and Employment Committee**
  - Membership Approval
    ACTION: To approve committee members.

8. **LIAISON REPORTS**

- **Friends Committee**
- **Women's Health**
- **Low Income Housing Project**
- **Girl's After School Academy**

9. **PUBLIC COMMENT**

10. **ANNOUNCEMENTS**

11. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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MINUTES
February 24, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on February 24, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

MEMBERS PRESENT	MEMBER EXCUSED
President Ito	Commissioner Colombano
Vice-President Chang	
Commissioner Hanagan	
Commissioner Rivera	
Commissioner Tillman	

STAFF PRESENT
Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro
Catherine Bower (intern)
Ginette Geer (volunteer)

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:39P.M.

2. ADOPTION OF AGENDA

m/s/c (Chang) move to adopt the agenda with two item changes: Under Item #5 - STAFF REPORT- reschedule for March meeting. Under Item #6-NEW BUSINESS - Move up Domestic Violence Experts Panel: Re-application of 1994-95 Funding Recommendation to be first in order.

3. ADOPTION OF MINUTES

Regular Meeting of January 27, 1994

m/s/c (Tillman) move to adopt the minutes as written.

4. EXECUTIVE DIRECTOR'S REPORT

President Ito requested update of Human Rights Commission's Resolution regarding COSW and Human Rights Commission (HRC).

Ms. Johnson reported that HRC has not decided when the Resolution will be on calendar.

5. STAFF REPORT

Rescheduled for March Agenda.

6. NEW BUSINESS

Domestic Violence Experts Panel - Re-application of Fiscal Year 1994-95 Funding Recommendations

Rosario Navarrette explained the current funding status for the domestic violence agencies. She stated that next year a new three-year funding cycle will begin. The Experts Panel recommendation is to continue the funding at the current level for Fiscal Year 1994-95.

Ms. Navarrette stated that the Domestic Violence Experts Panel did a great job of reviewing the re-applications, conducting site visits and submitting their evaluations.

She noted that an added cost to the agencies in the past year has been implementing the American Disabilities Act (ADA) requirements. Ms. Navarrette added that the Redevelopment Agency is assisting the agencies with funds to meet these requirements.

Commissioner Chang inquired about services for lesbians. Judith Klain, staff person and experts panel member reported services for lesbians were being provided at Woman, Inc. through their Lesbian Domestic Violence Program.

Ms. Navarrette introduced Georgia Creel of Queen's Bench who served as an expert's panel member. Ms. Creel stated she was very impressed with the whole process of the experts panel because it gave the public a chance to participate and make recommendations on how to improve services. She praised Leni Marin's work at the Family Violence Prevention Fund for her outreach with immigrant women.

President Ito and Commissioner Chang complimented Rosario Navarrette for her extensive work with contract monitoring of the domestic violence agencies.

Motion (Tillman) move to approve funding recommendations of the Domestic Violence Experts Panel for the Domestic Violence agencies.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Hanagan, Ito, Rivera and Tillman Excused: Colombano.

COSW's Budget Fiscal Year 1994-95

Sharon Johnson reported on the current standing of COSW's budget. She requested the commission's approval of COSW's budget to be $1,375,311.00 to meet all necessary costs. The $27,862 consists of rent, salary and fringe benefit increases.

Barrie Stewart of the Mayor's office stated that there was no update on the status of the budget at this time. He added that it was alright for the commission to submit the higher amount and the Mayor's office will work to restore the mandatory increase.

Motion (Chang) move to accept the recommendation of COSW's director to fully fund COSW with $1,375,311.00 as COSW's budget for fiscal year '94-'95.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Hanagan, Ito, Rivera and Tillman Excused: Colombano.

President Ito thanked Barrie Stewart of the Mayor's office for his attendance.

San Francisco Coalition Against Sexual Assault

Rosario Navarrette introduced Rebecca Rolfe, Director of San Francisco Women Against Rape. She requested the endorsement of two panel discussions on the subject of editorial bias in the media being held April 14 and 21, 1994. They would also like to include a flyer with COSW's agenda mailing.

Ken Thiesen of San Francisco Neighborhood Legal Assistance Foundation noted the importance of the issue of media coverage on cases of domestic violence.

m/s/c (Tillman) move to endorse the two panel discussions on media coverage by San Francisco Women Against Rape.

7. COMMITTEE REPORTS

Community Relations Committee

Outreach Plan

Update on Human Right's Commission Hearing on Consolidation

Commissioners Colombano and Rivera with Sharon Johnson attended the Human Rights Commission (HRC) meeting with the purpose to answer questions regarding HRC's resolution endorsing the independence of COSW from HRC.

Discussion was held; but the vote on the resolution was postponed.

Executive Summary

Sharon Johnson introduced Catherine Bower, an intern who assisted in writing the Executive Summary. Everyone thanked Ms. Bower for her outstanding work. The Executive Summary "1994 Report on the Status of San Francisco Women and Girls"will serve as an invaluable tool for COSW. The executive summary will be sent to the Mayor's office along with COSW's budget request.

Motion (Tillman) move to adopt the Executive Summary as submitted.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Hanagan, Ito, Rivera, Tillman Excused: Colombano.

NOTE: Commissioner Chang is excused at 5:30 P.M.

April 13 Public Hearing

Commissioner Tillman reported that letters will be sent to supporters of COSW requesting their participation at the April 13, 1994 COSW Public Hearing. Vice-President Chang volunteered to be the lead person to identify key individuals of political and community leaders who will be invited to speak.

Women's History Month

Calendar of Events

The result of a survey conducted by the committee produced the Women's History Month Calendar for March 1994. It will be mailed to women's organizations, city departments and the media.

m/s/c (Hanagan) move to adopt the Women's History Month Calendar for March, 1994.

Domestic Violence Committee

Nomination of Rebecca Rolfe as a new member of the Committee with Nina Jo Smith as an alternate.

Commissioner Rivera reported that the committee discussed the following topics:

- Dangerous promises campaign which exposes the effects of alcohol advertising and violence against women.
- Sunshine Law's affect on battered women who testify at public hearings.
- Committee structure - New member Rebecca Rolfe and alternate was nominated.

m/s/c (Hanagan) move to approve Rebecca Rolfe representing San Francisco Women Against Rape and San Francisco Coalition Against Sexual Assault as a Domestic Violence committee member with Nina Jo Smith as her alternate.

Commissioner Rivera continued her committee report with the following:

- Partners Ending Domestic Abuse held a fashion show on February 23, 1994.
- Committee is seeking survivors of domestic violence for hearing by Supervisor Conroy on the 1991-92 Homicide Study, which is yet to be scheduled.
- California Coalition for Battered Women in Prison is setting up a meeting with State Insurance Commissioner Garamendi and State Treasurer Kathleen Brown.

Rosario Navarrette added that the committee reviewed a list of bills which California Alliance Against Domestic Violence distributed on legislation passed or signed by the Governor and effective January 1, 1994. She informed the commission of Assemblywoman Jackie Speier's AB 1652, which mandates medical practitioners report when they treat battered women passed the assembly. She additionally informed the Commission that the marriage license fee increased from $19 - $23.

Women and Employment Committee

Membership Approval

Commissioner Hanagan stated that two meetings were held on the structure of the committee. Carol Leigh and Commissioner Hanagan interviewed candidates for membership and recommend the following women to be on the committee.

> **Ginette Geer** - COSW volunteer, worked on sexual harassment code of conduct consultant selection, women and employment issues and WIRE - an online program for COSW. She also has expertise in employment training programs..
> **Octavia Kuransky** - small business owner- "Common Wealth" - a program to improve self esteem. She has worked extensively for labor.
> **Mimi Lieu Ho** - representative from the Mayor's Youth Forum.
> **Anna Wong** - works for the Mayor's Chinatown Economic Taskforce, former member of the committee.
> **Maria Hidalgo** - Employment staffing specialist at Bank of America and former educator.

m/s/c (Ito) move to approve selection of five members to the Women and Employment Committee: Ginette Geer, Octavia Kuransky, Mimi Lieu Ho, Anna Wong and Maria Hidalgo.

8. LIAISON REPORTS

Friends Committee

Sharon Johnson introduced Susan Maher, Secretary to the Friends Committee. Ms. Johnson also added that Friends Committee Treasurer Pat Fisher has been a source of invaluable assistance with COSW's budget.

Susan Maher reported that the Friends Committee had a retreat on February 5, 1994 with President Ito and Sharon Johnson attending. Their main purpose is to support COSW wholeheartedly. They are planning a fundraiser sometime in the summer this year. They are also getting the word out about COSW's April 13th Public Hearing.

Women's Health Advisory Committee

Catherine Bower (COSW intern) reported that the last focus group was held at the San Bruno Jail. On April 19, 1994, the Department of Public Health will hold a meeting to adopt the recommendations of the report from the focus groups.

Sharon Johnson praised the interns and all of their hard work.

Low Income Housing Project

Sharon Johnson stated that the organization is now called the Low Income Housing Project Coalition and will assist women in need of housing. She was asked to sit on the Board of Directors.

Girl's After School Academy (GASA)

Commissioner Tillman reported that the GASA program is thriving and funding is coming along well. The San Francisco Housing Authority is interested in developing additional programs at two other public housing sites.

A serious incident occurred where the executive director Sharon Hewitt was seriously assaulted by a representative of the Mayor's Gang Prevention Task Force. The Board of Directors of GASA are very concerned that there were no repercussions regarding the representative from the Mayors Office.

9. PUBLIC COMMENT

Ken Thiesen of the San Francisco Neighborhood Legal Assistance Foundation noted many of the bills coming out of the Legislative Digest today concern children and women of domestic violence and suggested that the commission should take a pro-active stand on these bills.

10. ANNOUNCEMENTS

Sharon Johnson reminded everyone of the International Women's Day Luncheon on March 8, 1994.

Judith Klain invited commissioners to the COSW office to see the Women's WIRE on-line service on the computer.

President Ito will not be present for the upcoming March meeting.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:12 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, March 24, 1994
4:30 P.M.
25 Van Ness Avenue, Sixth floor Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito	*Vice President Patricia Chang*
Commissioner Louette Colombano	*Commissioner Terri Hanagan*
Commissioner Rosa Rivera	*Commissioner Gwendolyn Tillman*

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   - February 24, 1994 Regular Meeting

4. EXECUTIVE DIRECTOR'S REPORT

   - Human Rights Commission
   - Budget, Fiscal Year 1994-95

5. STAFF REPORT

   - Updates on Work Related Projects

6. **NEW BUSINESS**

- AB 2472 (Burton) - Sexual exploitation of children.

7. **COMMITTEE REPORTS**

- **Community Relations Committee**
  - Outreach Plan
    - Strategic Planning/Executive Summary
      Update: Commissioner's meetings with Supervisors.
    - April 13, 1994 Public Hearing
    - Muni's Video
  - Women's History Month
- **Domestic Violence Committee**

  No report.
- **Women and Employment Committee**
  - HR 2188-Temporary Workers Act
  - Exotic Dancers Alliance

    ACTION: Recommendation to send letters to appropriate agencies urging them to ensure that equitable working conditions, salaries, health and safety conditions exist for women working as exotic dancers.
  - San Francisco State University Extended Education
  - Prostitution Task Force Update

8. **LIAISON REPORTS**

- Friends Committee
- Women's Health
- Low Income Housing Project
- Girl's After School Academy

9. **PUBLIC COMMENT**

10. **ANNOUNCEMENTS**

11. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
March 24, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on March 24, 1994 at 25 Van Ness Avenue, Sixth Floor Conference Room, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

MEMBERS PRESENT	MEMBERS EXCUSED
Commissioner Colombano	*President Ito*
Commissioner Hanagan	*Vice-President Chang*
Commissioner Rivera	
Commissioner Tillman	

STAFF PRESENT
Sharon Johnson
Juidth Klain
Rosario Navarrette
Leatrice Miyashiro
Raelynn Acosta (intern)
Ginette Geer (volunteer)

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Noting a quorum of the commission was present, the meeting was called to order at 4:08 P.M.

Since both the President and Vice-President were not present, an election for Chair of the meeting was held among commissioners present.

m/s/c (Tillman) move to nominate Commissioner Colombano to serve as chair of the meeting.

Commissioner Colombano proceeded to chair the meeting.

2. ADOPTION OF AGENDA

m/s/c (Tillman) move to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Hanagan) move to adopt the minutes as written.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson reported that the Human Rights Commission is voting this evening on the resolution to consider the Human Rights Commission and the Commission on the Status of Women remain as separate city departments.

Ms. Johnson also stated that President Ito and she would be meeting with the Mayor's office on April 12 regarding the 1994-95 Budget. The Human Rights Commission will also be in attendance.

Commissioner Hanagan commented on how helpful the report: "Chronology of COSW" was for incoming commissioners. Ms. Johnson stated that this report was prepared by Jacquie Hale of the Human Rights Commission, former COSW coordinator. Commissioner Hanagan volunteered to update the Chronology of COSW during her term as commissioner and gather together a packet of materials to give to incoming commissioners.

5. STAFF REPORT

Updates on Work-Related Projects

Sharon Johnson recommended to postpone this item until there was a full commission.

6. NEW BUSINESS

AB 2472 (Burton) - Sexual emploitation of children.

(Item postponed until representative of Assemblyman Burton's office arrives.)

7. COMMITTEE REPORTS

Community Relations Committee

Outreach Plan

Commissioner Tillman reported that the Strategic Plan and Executive Summary were adopted at the last commission meeting. Meetings between commissioners and members of the Board of Supervisor have been going well. The April 13, 1994 Public Hearing letters asking for support for COSW was mailed out to approximately 500 people. The Friends Committee is doing follow-up phone calls. Twenty-five speakers for the hearing have been identified.

Sheila Mullen of the Community Relations Committee presented The Municipal Railway's Video on the Employee Recognition Program to the committee as an example of work to consider for COSW in the future.

male dancers, who do the same job, are not required to pay a fee. They are also protesting the unsafe and hazardous working conditions. There is no adequate space for a multitude of dancers to dress and take a break in between shows. They have taken their case to the Labor Department and thus far have won a ruling. They are waiting for a response from the Fair Labor Business and Housing Agency.

m/s/c (Colombano) move to send letters to the appropriate agencies urging them to ensure that equitable working conditions, salaries, health and safety conditions exist for women working as exotic dancers.

Dawn Passar showed photographs of the poor working conditions that exist for the dancers.

Public Comment: Carol Leigh supported the exotic dancers and advocacy for marginalized population like the dancers.

(Agenda was returned to Item #6. New Business - AB 2472.)

AB 2472 (Burton) Sexual exploitation of children.

Melanie Blum of Assembly Member John Burton's office explained Assembly Bill 2472.

This bill would expand the laws regarding child pornography to keep up with present computer technology. It would update the present existing law regarding the sexual exploitation of children by adding any computer disc, recording, mechanical, electrical reproduction, or chemical reproduction to the meaning of media exploitation. There is no expected opposition and the bill is presently in the Ways and Means Committee.

No action was taken at this time but this item will be on next month's agenda for consideration.

Public Comment: Carol Leigh asked how will the law regulate the bill to arrest the people who are responsible for breaking the law instead of prosecuting the victims.

(The agenda was brought back to Item #7 - COMMITTEE REPORTS - Women and Employment Committee: San Francisco State University Extended Education.

San Francisco State Extended Education

Commissioner Hanagan reported that representatives from San Francisco State attended the committee meeting and requested to work with COSW regarding issues such as non-traditional employment.

Prostitution Task Force Update

Carol Leigh of the committee stated that no meetings were held.

Sharon Johnson reported that Joe Strupp of the San Francisco Independent Newspaper will be doing an article on the April 13, 1994 COSW Public Hearing.

Women's History Month

The "Calender of Events" in honor of Women's History Month was well received and the overall response to Women's History Month was great.

Domestic Violence Committee

No report.

Women and Employment Committee

HR 2188 - Temporary Workers Act

Commissioner Hanagan reported that HR 2188 promotes protection for temporary and part-time workers, most of whom are women.

The main points of HR 2188 are to provide temporary workers with pro-rata form of health care, pension and unemployment benefits. They anticipate opposition from small businesses and labor. Volunteer Ginette Geer will gather information from the Bureau of Women's Labor Statistics regarding temporary workers laws and how this bill would affect small businesses.

Commissioner Hanagan has been in touch with Congresswoman Pat Shroeder's office, author of the bill. Congresswoman Jane Harmon's office in Los Angeles suggested COSW support the packet of bills called the Women's Economic Equality Act instead of individual bills.

Commissioner Colombano stated it was time that COSW support this type of legislation and set the tone for women because employers tend to always take advantage of women and minorities in these type of working conditions.

Commissioner Rivera based her view of this bill on today's economy and was concerned what HR 2188 effect would be on small businesses and all businesses.

Commissioner Hanagan stated that more information was needed before a decision could be made. Further discussion on this matter will be held at the next Women and Employment Committee.

Exotic Dancers Alliance

Commissioner Hanagan introduced Dawn Passar and Johanna Breyer, exotic dancers at the Market Street Cinema. They are filing a case of discrimination on behalf of women at their place of employment who have been forced to pay a fee to work while

8. LIAISON REPORTS

Friends Committee

Sharon Johnson reported that the next Friends Committee meeting will be on March 30, 1994 at 6 P.M. to discuss the upcoming fundraiser.

Women's Health

Sharon Johnson stated that on April 19, 1994, there will be a formal presentation to the Health Department by the Women's Health Advisory group.

Low Income Housing Project

No update.

9. PUBLIC COMMENT

None

10. ANNOUNCEMENTS

Sharon Johnson: *The Bay Area International Expo '94 will be held on April 29, 30 and May 1, 1994 at the Oakland Convention Center. It is designed to feature businesses from all over the Bay Area.*

The Marin County COSW is celebrating it's 20th Anniversary on April 11, 1994 from 5:30 - 8:30 P.M. in San Rafael.

Rosario Navarrette: *The documentary "Defending Our Lives" which won an Academy Award is about domestic violence. It will be shown at the Roxie Theatre April 18 at 7 and 9:15 P.M.*

Copies of the homicide study: "A Study of Family and Domestic Violence Homicide Cases in San Francisco were handed out.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 4:58 P.M.

COMMISSION ON THE STATUS OF WOMEN

April 13, 1994

The Agenda of this meeting is missing.

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City and County of San Francisco

PUBLIC HEARING
OF THE
SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN

SUPPORT
the
COMMISSION ON THE STATUS OF WOMEN

Wednesday, April 13
4 - 8 P.M.
25 Van Ness Avenue, 8th Floor
Conference Room
San Francisco, California

** PUBLIC COMMENT WELCOME **

for more information, call 252-2570

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

City & County of San Francisco
Commission on the Status of Women
25 Van Ness. Room 130. San Francisco. CA 94102 (415) 252-2570 FAX (415) 252-2575

March 1, 1994

Dear Friend,

THE COMMISSION ON THE STATUS OF WOMEN IS AT RISK.

According to the Ordinance that created the Commission on the Status of Women in 1989, it was required that by June of 1994 we must submit a report to the Mayor and the Board of Supervisors concerning the feasibility of consolidating the functions of our Commission with the Human Rights Commission.

The joining of these two City Department's would be an injustice to the women of San Francisco. It is our mission to advance the equality of women by focusing on issues of most concern to women:

* VIOLENCE TOWARDS WOMEN
* SEXUAL HARASSMENT
* WORKPLACE DISCRIMINATION
* HOUSING AND HOMELESSNESS
* HEALTH SERVICES
* JOB OPPORTUNITIES AND TRAINING
* INCARCERATED WOMEN
* WOMEN OF COLOR/OLDER WOMEN
* LEGISLATION

Consolidation of the Commission on the Status of Women and the Human Rights Commission would minimize the efforts of both Departments while, at the same time, fail to reduce the budget. Quite to the contrary, the Commission on the Status of Women saves the City money through intervention and education.

<u>WE NEED YOUR HELP</u>

ATTEND THE HEARING:

April 13, 1994 - 4:00 p.m. to 8:00 p.m.
25 Van Ness Avenue, 8th Floor

OR

WRITE A LETTER OF SUPPORT:

Caryl Ito
President, Commission on the Status of Women
25 Van Ness Avenue, Room 130
San Francisco, Ca 94102 and cc: Mayor Jordan

Please feel free to attend the meeting and write a letter. For your convenience I have enclosed past letters of support for your reference.

Thank you so much for your continued efforts in the women's community. I know COSW can count on your support. Call me if you have any questions.

Sincerely,

Sharon Johnson

Sharon Johnson
Executive Director

Sample

TRADESWOMEN, INC.
P.O. Box 40664, San Francisco, CA 94140

February 25, 1989

Mayor Art Agnos
City Hall
San Francisco, CA 94102

Mayor Agnos,

In response to your inquiry about the role and development of the Commission on the Status of Women, Tradeswomen, Inc. would like to recommend a broadening of its services for working women.

The Commission is one of a handful of agencies addressing sexual harassment, job discrimination and equity issues.

Community based organizations like ours don't have the funding, the staff, or the influence within industry and government that allows the Commission to get the kind of results that make a difference.

Therefore, we depend on the Commission and the good women who direct it. And considering the continued lack of women in many non-traditional city jobs, we think an expansion of its outreach in this area would be both a timely and impeccable act on behalf of a great city.

Cordially yours,

Rosemary Regello
Executive Director

National Lawyers Guild
San Francisco Bay Area Chapter

Sample

STATEMENT OF THE NATIONAL LAWYERS GUILD BEFORE THE MAYORS SPECIAL TASKFORCE ON THE COMMISSION ON THE STATUS OF WOMEN Monday February 27,1989 by Regina Sneed,Executive Director.

Members of the Special Taskforce on the Commission on the Status of Women.

My name if Regina Sneed. I speak today on behalf of the over 1,000 members of the San Francisco Bay Area Chapter of the National Lawyers Guild. Half of our membership lives in this city. Many of our members represent women whose needs are or should be served by the Commission on the Status of Women.

We understand that the existence of the Commission is threatened in part by budget cuts proposed by the Mayor.

We believe that abolishing the Commission would be a big mistake particularly in light of federal and state cuts in programs serving women and children. Now more that ever, San Francisco needs a Commission on the status of women to advocate for women and childrens special needs.

We also believe that the Commission should have a separate budget rather than be under the Human Rights Commission budget. the HRC is overburdened with responsibilities and cannot provide the special attention to the COSW program priorities.

If I may digress and add a few personal comments, I was among those active in the Bay Area Womens Coalition in the 70's when that Coalition worked to found the COSW. I also was active in the Legislation committee for three years working hard to pass legislation endorsed by our Commission. I wish I could say that we were so successful that a separate COSW was not needed. This simply is not the case. There are many dedicated individuals who are putting in many volunteer hours to assist our current COSW. There is evidence that the need for the COSW is still very great. I personally feel that the need is indeed very great . I changed my shedule around to be able to come here to speak to this need because of its importance.

Others who will testify have the statistics on specific programs and issues that need the COSW's support. I will leave it to them to give you chapter and verse. Suffice it to say, that the NLG believes very strongly in the mission of the Commission and strongly urges your taskfore to recommend the continuation and separate funding of the Commission.

Thank you.

558 Capp St. San Francisco 94110 (415) 285-506

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
April 13, 1994

The Special Meeting of the Commission on the Status of Women was held on April 13, 1994 at 25 Van Ness Avenue, 8th Floor, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Members Present	Members Excused
President Ito	Commissioner Tillman
Vice President Chang	
Commissioner Colombano	
Commissioner Hanagan	
Commissioner Rivera	

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Staff Present

Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:15 P.M.

2. ADOPTION OF AGENDA

m/s/c (Hanagan) move to adopt the agenda as written.

3. NEW BUSINESS

Public Testimony of Speakers on the Consolidation of the Human Rights Commission and the Commission on the Status of Women

Opening remarks was presented by President Ito which included a history of COSW and some of COSW's accomplishments up to the present time. Following her was Vice-President Chang with a speech that set the tone for the public hearing.

Speakers were then introduced by Vice President Chang five at a time throughout the evening.

The following speakers gave testimony at the hearing:

1) Grant Mickins
2) Flo Stroud
3) Linda de Mello
4) Esta Soler
5) Drucilla Ramey
6) Sue Martin
7) Regina Phelps
8) Jennifer Grant
9) Judi Haney and Mari Flora
10) Lisa Hamburger
11) Carmen Herrera
12) Del Martin
13) Alice Trepp
14) Sonia Melara
15) Eunice Azumi
16) Shirley Black
17) Sharron Tresskunoff-Bailey
18) Virginia Apodaca
19) Deborah Glenn
20) Jacqueline Agtuca
21) Sandy Mori
22) Donna Provenzano
23) Carol Leigh
24) Ruth Picon
25) Johanna Breyer and Dawn Passar
26) Susan Heller
27) Dr. Ahimsa Sumchai
28) Dr. Allison Washburn
29) Aileen Hernandez
30) Tony Rothschild

Commissioner Colombano gave closing remarks after all speakers were heard.

The general theme throughout the Public Testimony was supportive of COSW to be maintained as a separate city department from the Human Rights Commission.

For the audience's benefit, a packet of letters received from supporters who could not attend the hearing were made available. Included were letters from legislaters, commissioners, city department heads, numerous organizations and women who have been assisted by COSW.

4. PUBLIC COMMENT

None.

5. ANNOUNCEMENTS

Commissioner Colombano announced the following fundraisers:

- Asian Women's Shelter at Mark Hopkins Hotel on April 28, 1994
- Women's Foundation at St. Francis Hotel - Groundbreaker Dreammaker Event on May 18, 1994
- Pacific and Asian American Women Bay Area Coalition Women Warrior Awards for Leadership on May 19, 1994

Vice President Chang stated that Leatrice Miyashiro had created the COSW banner.

6. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 7:05 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

3/94

REGULAR MEETING

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, April 28, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito — *Vice President Patricia Chang*
Commissioner Louette Colombano — *Commissioner Terri Hanagan*
Commissioner Rosa Rivera — *Commissioner Gwendolyn Tillman*

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - Regular Meeting of March 24, 1994
4. EXECUTIVE DIRECTOR'S REPORT
5. STAFF REPORT
   - Updates on Work Related Projects
6. NEW BUSINESS

   - **COSW as a "Chartered" City department.**

   ACTION: Discussion on the pros and cons of placing the Charter Amendment on the November 1994 Ballot.

   - **Take our Daughters to Work Day**

   ACTION: Support SCR 42
   ACTION: Resolution supporting Take Your Daughters To Work

- **Women's Summit**

ACTION: Consideration to support a Women's summit in cooperation with NWPC (National Women's Political Caucus) and S.F. NOW (San Francisco National Organization of Women)

- **National March for Jobs**

ACTION: Consideration to support this event.

- **Women's Health Advisory Committee's (WHAC)Women's Health Advisory Committee Report**

ACTION: Consideration to support and pass Resolution in support of WHAC's report.

- **"Picture What Women Do"**

ACTION: Consideration to endorse the May 15th Event.

- **Caregiver Day Reception**

ACTION: Consideration to sponsorship of May 6, 1994 event.

- **Legislation**

    - **The Freedom of Access to Clinic Entrances Act - HR 796 or S636**

    ACTION: To support HR 796 and S636.

    - **The Violence Against Women Act - S11 or HR 113**

    ACTION: To support S11 or HR 113.

7. **COMMITTEE REPORTS**

Community Relations Committee

- General Report/ No Action Taken.

Domestic Violence Committee

- Joint Committee Meeting with the Women and Employment Committee on July 19, 1994 from 3 - 5 P.M.
- Domestic Violence Awareness Month Preparation
- Substance Abuse Forum Preparation Updates:
    - San Francisco Domestic Violence Consortium
    - Charan Task Force
    - Legislation Review

Women and Employment Committee

- Women Who Make A Difference Awards
- HR 2188 - Temporary Worker's Legislation
- Prostitution Task Force Update

8. **LIAISON REPORTS**

- **Friends Committee**
- **Women's Health**
- **Low-Income Housing Project**
- **Girl's After School Academy**

9. **PUBLIC COMMENT**
10. **ANNOUNCEMENTS**
11. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
April 28, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on April 28, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

MEMBERS PRESENT
President Ito
Commissioner Colombano
Commissioner Hanagan
Commissioner Rivera

MEMBERS EXCUSED
Vice President Chang
Commissioner Tillman

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STAFF PRESENT
Sharon Johnson
Judith Klain
Rosario Navarrette
Leatrice Miyashiro
Susan Schramm (intern)
Tiffany Smith (intern)

Noting a quorum of the commission was present, President Ito called the meeting to order at 5:20 P.M.

2. ADOPTION OF AGENDA

m/c/s (Hanagan) move to adopt the agenda with the following change: Because of time constraints, move items under #6 - New Business: Women's Summit, Picture What Women Do and Caregiver to be the first items under New Business. Other agenda items will be taken in order that is written.

3. ADOPTION OF MINUTES

m/c/s (Colombano) move to adopt the minutes of March 24, 1994 Regular Meeting as written.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson updated the commissioners to the status of its 94-95 Fiscal Year Budget. An additional $15,000 was added to the original $30,000 shortfall. The following city department agreed to provide monies to COSW for services rendered: San Francisco Police Departmen: $30,000; International Airport: $5,000; Public Utilities Commission: $5,000 and Department of Public Works: $5,000.

Ms. Johnson also stated that the April 13, 1994 Public Hearing for the independence of COSW was very successful. The office has received a letter of support from Senator Dianne Feinstein.

President Ito thanked Sharon Johnson for her hard work on the budget process. The budget will go to print on May 20, 1994.

5. STAFF REPORT

Recommendation by the Executive Director to postpone this item until the regular May meeting.

6. NEW BUSINESS

Women's Summit

President Ito introduced Deborah Glenn of the San Francisco National Organization for Women (SFNOW) who announced their statewide symposium on women's rights entitled "Feminism without Borders" which will be held on May 13 - 15 at the Cathedral Hill Hotel in San Francisco. Following a brief discussion that there was a misunderstanding as to this calendered item, Sharon Johnson recommended that COSW could send a letter of commendation to CA NOW for their event.

The Women's Summit agenda item was then clarified by Sharon Johnson. It is in the planning phase and would include the National Women's Political Caucus(NWPC), San Francisco National Organization for Women (SFNOW) The Women's Foundation and COSW. The concept is to hold a summit for educational purposes and to identify women's issues.

m/c/s (Hanagan) move to endorse and support the women's summit in cooperation with the NWPC, SFNOW, Women's Foundation and COSW to be held in San Francisco.

"Picture What Women Do"

President Ito introduced Sandra Slater of Lifetime Television representing this project. Lifetime is a national cable network working on a public service campaign taking a look at the contemporary woman in her daily life. They are working with women's organizations and honoring women in the work they do in their everyday life. The event "Picture What Women Do" is scheduled for May 17, 1994 and will entail taking photographs of women in their daily tasks. Selected photographs will be showcased on LIFETIME Television, at exhibitions across the country, and at the Washington D.C. National Museum of Women in the Arts beginning September 13, 1994. Ms. Slater requested the commission spread the word about this campaign by distributing mailers.

m/c/s (Colombano) move to endorse May 17, 1994 Event -"Picture What Women Do".

Caregiver Day Reception

President Ito introduced Karen Sherr of Local 250, Health Care Workers Union. Ms. Sherr invited the commission to attend the reception in honor of Caregivers' Recognition Day on May 6th at Noon in the Mayor's office. This event is to honor the Caregivers for their excellence in providing long-term care and in-home care and to support the idea of providing a living wage for the home caregiver.

m/c/s (Hanagan) move to sponsor Caregivers' Day Reception on May 6, 1994, Noon in the Mayor's Office.

Take Our Daughters To Work Day

Judith Klain explained that the Take Our Daughters To Work Day was on April 28, 1994 and requested that the resolution be supported.

m/c/s (Colombano) move to support SCR 42, (Watson) - Take Our Daughters to Work Day.

m/c/s (Colombano) move to adopt resolution supporting "Take Our Daughters To Work Day".

National March for Jobs

Sharon Johnson stated that a letter of acknowledgement would be sent for the National March for Jobs.

Because of time constraints, the commission decided to continue the agenda at a Special Meeting with the following motion.

m/c/s (Colombano) move to continue items on agenda at a Special Meeting on May 3, 1994 at 5: 30 P.M.

7. ADJOURNMENT

Meeting was adjourned at 6:00 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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SPECIAL MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Tuesday, May 3, 1994
5:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

** Special Meeting due to adjournment of regular meeting of April 28, 1994.

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES
   - Regular Meeting of April 28, 1994

4. NEW BUSINESS

   - **COSW as a "Chartered" City department.**
   ACTION: Discussion on the pros and cons of placing the Charter Amendment on the November 1994 Ballot.

   - **Women's Health Advisory Committee's (WHAC) Report**
   ACTION: Consideration to support and pass Resolution in support of WHAC's report.

   - **Legislation**

     - **The Freedom of Access to Clinic Entrances Act - HR 796 or S636**
     ACTION: To support HR 796 and S636.

- **The Violence Against Women Act - S11 or HR 113**

ACTION: To support S11 or HR 113.

5. **COMMITTEE REPORTS**

Community Relations Committee

- General Report/ No Action Taken.

Domestic Violence Committee

- Joint Committee Meeting with the Women and Employment Committee on July 19, 1994 from 3 - 5 P.M.
- Domestic Violence Awareness Month Preparation
- Substance Abuse Forum Preparation Updates:
  - San Francisco Domestic Violence Consortium
  - Charan Task Force
  - Legislation Review

Women and Employment Committee

- Women Who Make A Difference Awards
- HR 2188 - Temporary Worker's Legislation
- Prostitution Task Force Update

6. **LIAISON REPORTS**

- **Friends Committee**
- **Women's Health**
- **Low-Income Housing Project**
- **Girl's After School Academy**

7. **PUBLIC COMMENT**
8. **ANNOUNCEMENTS**
9. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
May 3, 1994

The Special Meeting of the Commission on the Status of Women (COSW) was held on May 3, 1994 at 25 Van Ness Avenue, Room 230, San Francisco, Califomia. This Special meeting was held due to the adjournment of regular meeting of April 28, 1994.

1. CALL TO ORDER/ROLL CALL

MEMBERS PRESENT	STAFF PRESENT
President Ito	Sharon Johnson
Vice President Chang	Judith Klain
Commissioner Colombano	Rosario Navarrette
Commissioner Hanagan	Leatrice Miyashiro
Commissioner Rivera	Raelynn Acosta (intern)
Commissioner Tillman	

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Noting a quorum of the commission was present, President Ito called the meeting to order at 5:35 P.M.

2. ADOPTION OF AGENDA

m/s/c (Colombano) move to adopt the agenda with the following change: postpone the legislation under NEW BUSINESS to the May Regular Meeting.

3. ADOPTION OF MINUTES

m/s/c (Colombano) move to accept the minutes of April 28, 1994 as submitted.

4. NEW BUSINESS

COSW as a Chartered City Department

President Ito welcomed Marilyn Smulyan, Consultant and Pat Fisher of the Friends Committee.

Marilyn Smulyan was invited to explain the campaign process in regards to placing COSW as a chartered city department on the November ballot.

NOTE: Vice President Chang arrives at 5:40 P.M.

Ms. Smulyan cited similarities to the Proposition S campign which passed by a 73 % vote in November, '93 and COSW's chartered Ballot proposition:

A. Issue is not controversial.

B. More than likely, the Controller's statement will indicate no increase to the cost of government.

C. Commission only needs a "majority" vote to pass; not a two-thirds vote.

The process of submitting a charter amendment is as follows:

A. Charter amendment is written and placed on the ballot by either a Board of Supervisor member or the Mayor. The deadline for this action is July 29, 1994.

B. Amendment is checked. This is a very important step because the amendment has to be written exactly as needed. Someone should check to insure that amendment is clear and correct in language.

C. Approval by the Ballot Simplification Committee which meets August 1-15, 1994.

D. Ballot Arguments are written and submitted for the Ballot Handbook. Proponent Arguments should be drafted well.

E. Check the Registrar's office to see if any arguments have been submitted. Submit rebuttals to arguments.

August 23, 1994 - last day to submit arguments
August 30, 1994 - last day to submit rebuttals

According to law, if your organization spends more than $1,000, you must file as an official campaign committee. If over $1,000, you must keep track of all donations. It is against the law for the staff to work on the campaign during city work hours.

The fee for submitting a charter amendment in the ballot handbook is $200 per argument and $2.00 per word. There are discounts if submitted before the deadline and if on a computer disc.

Commissioners raised issues regarding the public's perception that this charter amendment would be another cost to the city. Ms. Smulyan stated that the ballot argument in the ballot handbook must clarify that it would not cost the voters anything to become a chartered commission. She also emphasized that most voters read the arguments in the handbook and that is why it is so important.

The level of support for COSW must be guaged when thinking about a launching a full blown campaign. Ms. Smulyan pointed out that there are no mid-size campaigns. Either you launch a $1,000 campaign or a $50,000 campign. Anything in between is not worth it.

Sharon Johnson stated that Supervisor Maher and Supervisor Kaufman have each introduced a ballot measure to the Board of Supervisors and another draft measure has been written by the City Attorney's office.

Ms. Smulyan stated that it is important to obtain endorsements from the democratic clubs and additionally to speak before each one. She also advised receiving endorsements from women's organizations and labor unions.

(NOTE: Vice President Chang leaves at 6:35 P.M.)

Pat Fisher of the Friends Committee stated that the Friends Committee would assist the commission in this endeavor.

There was a brief discussion on the pros and cons whether commissioners should be appointed to "term" limits or serve at the "pleasure" of the Mayor. The argument of consistency was raised when commissioners serve at the pleasure of the Mayor.

Motion (Colombano) move to maintain language in City Attorney's version of the charter amendment with term appointments.

ROLL CALL VOTE WAS TAKEN: Ayes: Colombano, Hanagan, Ito, Rivera.

President Ito reminded commissioners of the Brown Act guidelines when working on this campaign. Sharon Johnson stated that it would be advisable to find a volunteer to be the lead person in this campaign, someone other than a commissioner.

Women's Health Advisory Committee (WHAC) Report

m/s/c (Colombano) move to support the WHAC resolution.

Legislation

Postponed until May Regular Commission meeting.

5. COMMITTEE REPORTS

Community Relations Committee

Commissioner Colombano reported that the Women Who Make A Difference Awards were discussed in committee. Sharon Johnson stated that already 15 nominations were received. The deadline is June 1, 1994.

Domestic Violence Committee

President Ito reminded commissioners to review all legislation to be presented at the May Commission meeting.

Joint Committee Meeting with Women and Employment Committee - July 19, 1994 from 3-5 P.M.

Rosario Navarrette announced the topic to be discussed at the joint meeting would be "Violence in the Workplace". Judith Klain and intern Tiffany Smith are seeking speakers for the July 19th event.

Domestic Violence Awareness Month Preparation

Ms. Navarrette stated that tasks were delegated for the event. Leatrice Miyashiro will be coordinating the display at City Hall. The theme will be "The Clothesline Project". This T-shirt display will be from October 3-14, 1994.

Substance Abuse Forum Preparation Updates:

Ms. Navarrette reported that the Forum will take place on June 16, 1994 at the Women's Building from 9:30-4:30 P.M. The Substance Abuse Survey was reviewed by Ms. Navarrette and the findings indicate that collaborative services are needed.

Other committee business included working with the Police Department on a citywide domestic violence program.

Women and Employment Committee

Women Who Make a Difference Awards

Commissioner Hanagan held a subcommittee meeting the previous week on the Awards event. Nominations deadline is June 1, 1994. The subcommittee will review the nominations on June 19, 1994. The committee will vote on the finalists and bring the names to the commission meeting on June 28, 1994. All awardees will be notified after selections are made.

Bank of America has confirmed that they will cover the costs of the awards ceremony.

HR 2188 - Temporary Worker's Legislation

(This agenda item will be moved to the May calendar as an action item.)

Prostitution Task Force Update

Commissioner Hanagan stated that Carol Leigh, COSW representative and Women In Employment committee member, reported that licensed masseurs in the city are looking at abuses occurring in their business.

6. LIAISON REPORTS

Friends Committee

Commissioner Colombano attended the last Friends Committee meeting and reported that they are working on the fundraiser for COSW.

Women's Health

Sharon Johnson stated that there will be a meeting of the Women's Health Advisory Committee on May 5, 1994.

Low Income Housing Project

Sharon Johnson reported that they are still formulating a new Board of Directors.

Girls' After School Academy

No report.

7. PUBLIC COMMENT

None.

8. ANNOUNCEMENTS

None.

9. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 7:05 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, May 26, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Louette Colombano
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES
   - April 13, 1994 Public Hearing Meeting
   - May 3, 1994 Special Meeting

4. EXECUTIVE DIRECTOR'S REPORT

5. STAFF REPORT

6. NEW BUSINESS

   - Legislation:
     - **HR796 or S636** - The Freedom of Access to Clinic Entrances Act

     ACTION: To support HR 796 and S636
     - **S11 or HR 113** - The Violence Against Women Act

     ACTION: To support S11 or HR 113.

- **Asian Women's Resource Center: 1994 Outstanding Asian Woman Award and 1994 Outstanding Community Service Award**
  ACTION: To consider nomination(s) to receive the Awards.

- **1994 Report on the Status of San Francisco Women and Girls**
  ACTION: To support the submitted report and forward to the Mayor and the Board of Supervisors.

7. **COMMITTEE REPORTS:**

A. **Community Relations Committee**
- **Outreach Plans**

B. **Domestic Violence Committee**

- **Domestic Violence Awareness Month Update**

- **Substance Abuse Forum Update: June 16, 9:30 - 4:30, Women's Bldg**

- **Domestic Violence Committee Legislation Recommendations:**

Bills to support:

- **SB 59 (McCorquadale)**: Marital Rape
- **AB 3033 (Solis)**: Service of Process-amends a section of the Government code which would provide there be no fee for serving a protective orother order pursuant to the Domestic Violence Prevention Act.
- **AB 3034 (Solis)** Domestic violence/statewide registry.
- **AB 3129 (Bustamente)** Funding Violence Against Women Act.
- **ACRX 1 (Epple):** Establish mandatory training for judges.

ACTION: To support SB 59, AB 3033, AB 3034, AB 3129 and ACRX 1.

Bills to support with amendments:

- **SBX 25 (Lockyer)** Parental Custody - Amends section of Family Code which would prohibit unsupervised visits with child if registered sex offender.
- **AB 2727 (Rainey):** Child custody/visitation.

ACTION: To support SBX 25 and AB 2727 with amendments.

Bills to oppose:

- **SB 1519 (Calderon)** Child Support/Concealment.
- **AB 2539 (Bowler)** Child Support.
- **AB 2741 (Cannela)** Penal Code; 911 calls.
- **AB 2845 (Connolly)** Child support/Concealment.
- **AB 2856 (Harvey)** Child custody.
- **AB 3041 (Bomstein)**: Child custody/change of reisdence.
- **AB 3042 (Boland)** Child custody.
- **AB 3130(Martinez)** Require the Judicial Council to develop and publish a brochure describing the legal rights of married persons.

ACTION: To oppose SB 1519, AB 2539, AB 2741, AB 2845, AB 2856, AB 3041, AB 3042 and AB 3130.

Bills with no position:

- **AB 2295 (Friedman)**
- **AB 2754 (Morrow)**
- **AB 3028 (Friedman)**

C. **Women and Employment Committee**

- **HR 2188** - Temporary Workers Legislation

ACTION: To support HR 2188.

- **AB 3374 and AB 3046** - To eliminate sweat shop conditions.

ACTION: To support AB 3374 and AB 3046

- **Sexual Harassment Novela**
- **Role Models At School**
- **Prostitution Task Force Update**
- **Women Who Make A Difference**

8. LIAISON REPORTS

a. **Friends Committee**
b. **Women's Health**
c. **Low-Income Housing Project**
d. **Girl's After School Academy**

9. PUBLIC COMMENT

10. ANNOUNCEMENTS

11. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
May 26, 1944 1994

The Regular Meeting of the Commission on the Status of Women was held on May 26, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, CA.

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1. CALL TO ORDER/ROLL CALL

Members Present	Staff Present
President Ito	Sharon Johnson
Vice-President Chang	Judith Klain
Commissioner Colombano	Rosario Navarrette
Commissioner Hanagan	Leatrice Miyashiro
Commissioner Rivera	
Commissioner Tillman	

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:42 P.M.

2. ADOPTION OF AGENDA

m/s/c (Colombano)move to adopt the agenda as written.

3. ADOPTION OF MINUTES

April 13, 1994 Public Hearing Meeting

m/s/c (Colombano) move to adopt the minutes with the name change on Page 2, Number 15 is corrected to Eunice Azzani.

May 3, 1994 Special Meeting

m/s/c (Hanagan) move to adopt the minutes with the addition of NOTE: Commissioner Tillman also leaves the meeting at 6:35 P.M. on Page 2.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson had two items to report:

1) Budget: Unanswered question on the final budget. The amount shown does not include salary standardization or step increases of an additional $13,000.

2) Supervisor Maher introduced the COSW charter amendment. Supervisor Leal co-sponsored.

President Ito thanked Ms. Johnson for her excellent work on the budget.

5. STAFF REPORT

No report.

6. NEW BUSINESS

Legislation: HR 796 or S636

Discussion was held on legislation HR 796 or S636.

m/s/c (Colombano) move to support HR 796 or S636.

S11 or HR 113 - The Violence Against Women Act.

m/s/c (Colombano) move to support S11 or HR 113.

Asian Women's Resource Center: 1994 Outstanding Asian Woman Award and 1994 Outstanding Community Service Award

Vice President Chang nominated Caryl Ito to be the awardee for both categories.

m/s/c (Chang) move to nominate Caryl Ito for the 1994 Outstanding Asian Woman Award and 1994 Outstanding Community Service Award.

1994 Report on the Status of San Francisco Women and Girls

Sharon Johnson introduced intern Ann Duffett, author of the report and acknowledged Catherine Dower's work editing the report. Ms. Johnson and President Ito commended both for a job well done.

There was a discussion of the inclusion of lesbians and girls in the report. Following suggestions were made:

- Commissioner Tillman stated that reference could be made to the Girl's After School Academy.
- Vice-President Chang stated that lesbians' health care was mentioned in the Women's Health Advisory Committee's report.
- President Ito added that the Domestic Violence/Substance Abuse Forum would include young girls and teenagers.

m/s/c (Colombano) move to support the 1994 Report on the Status of San Francisco Women and Girls Report with changes and forward to the Mayor and the Board of Supervisors.

7. COMMITTEE REPORTS

A. Community Relations Committee

Outreach Plans

- Commissioner Tillman made the point that testimony from the April public hearing could be used for ballot Arguments in the November Ballot Handbook for charter amendment.
- Work on producing a video is continuing.

B. **Domestic Violence Committee**

Domestic Violence Awareness Month Update

President Ito reported on committee business.

Substance Abuse Forum Update

Rosario Navarrette and Carol Delgado of the Women's Alcohalism Center is working on preparation for the June 16th forum at the Women's Building. Community Substance Abuse and Target Cities program have expressed interest in participating in the upcoming forum.

Domestic Violence Legislation Recommendations

Bills To Support:

SB 59(McCorquadale):	**Marital Rape**
AB 3033(Solis):	**Service of Process**
AB 3034(Solis):	**Domestic violence/statewide registry.**
AB 3129(Bustamente):	**Funding Violence Against Women Act**
ACRX 1(Epple):	**Establish mandatory training for judges.**

Following a question and answer session, the following motions were made:

Motion (Colombano) move to support SB 59, AB 3033, AB 3034, AB 3129 and ACRX 1.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Hanagan, Ito, Rivera and Tillman

Bills to Support with Amendments:

SBX 25(Lockyer):	**Parental Custody**
AB 2727(Rainey):	**Child Custody/visitation**

Motion (Colombano) move to support SBX 25 and AB 2727.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Hanagan, Ito, Rivera, Tillman.

Bills To Oppose:

SB 1519(Calderon): Child Support/Concealment

Motion (Chang) move to oppose SB 1519.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Hanagan, Ito, Rivera, Tillman.

AB 2539(Bowler): Child Support.

Motion (Colombano) move to oppose AB 2539.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Rivera, Tillman Nay: Hanagan.

AB 2845(Cannela): Penal Code; 911 calls.

Motion (Colombano) move to oppose AB 2845.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Hanagan, Ito, Rivera and Tillman.

AB 2856(Harvey) Child Custody.

m/s/c (Colombano) move to oppose AB 2856.

AB 3041(Bomstein): Child custody/change of residence

m/s/c (Chang) move to oppose AB 3041.

AB 3042(Boland): Child custody.

m/s/c (Colombano) move to oppose AB 3042.

AB 3130(Martinez): Require the Judicial Council to develop and publish a brochure describing the legal rights of married persons.

m/s/c (Colombano) move to oppose AB 3130.

Bills with no position:

AB 2295(Friedman), AB 2754(Morrow) and AB 3028(Friedman)

m/s/c (Chang) move to take no action on AB 2295, AB 2854 and AB3028.

C. **Women and Employment Committee**

HR 2188 - Temporary Worker's Legislation

Commissioner Hanagan reviewed HR 2188 and recommended two amendments:

- 1) to include holiday and vacation pay for temporary workers.
- 2) to include temporary agencies and the federal government.

Discussion was held on the pros and cons of this bill. There was a concern that this bill was unfair for small businesses.

The point was made that it can be more lucrative to provide workers in a small business with good benefits because the employee would stay on the job longer.

Motion (Colombano) move to support HR 2188 with two amendments: 1) to include holiday and vacation pay for temporary workers and 2) to include temporary agencies and the federal government.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Ito, Tillman
Nays: Hanagan and Rivera.

Motion (Rivera) move to exclude companies that have fewer than 5 employees for HR 2188.

ROLL CALL VOTE WAS TAKEN: Ayes: Hanagan, Rivera Nays: Chang, Colombano, Ito and Tillman.

AB 3374 and AB 3046 - To eliminate sweat shop conditions.

Motion (Colombano) move to support AB 3374 and AB 3046.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Colombano, Hanagan, Ito, Rivera and Tillman.

Sexual Harassment Novela

Commissioner Hanagan explained that a Sexual Harassment Novela in Spanish is being produced by the committee.

Role Models At School

Commissioner Hanagan reported that the committee will be working with schools and community agencies to educate children about employment options and non-traditional work for women.

Prostitution Task Force Update

Commissioner Hanagan informed Commission on some of the topics covered by the Prostitution Task Force:

- Work to discontinue the practice of the Police Department confiscating condoms.
- How to bring in prostitutes into the task force without jeopardizing themselves; need confidential testimony.
- Working closely with neighborhoods in the city with a lot of prostitution; for example, the Tenderloin neighborhood.

"Women Who Make A Difference" Ceremony

Sharon Johnson reported 50 nominations have been received as of this date.

8. **LIAISON REPORTS**

A. **Friends Committee**

Sharon Johnson reported that the fundraising breakfast will be held on August 25, 1994 (Women's Equality Day).

Next meeting of the Friends Committee will be on June 15, 1994.

B. Women's Health

Catherine Dower (intern) reported that Dr. Sandra Hernandez, Director of Department of Public Health, appointed Jan Murphy to the Women's Health Advisory Committee (WHAC). They are working to distribute the WHAC Report nationally. Also, WHAC has invited Catherine Dower, Kara Conners and Julia Rosenfeld to be on their committee.

C. Low-Income Housing Project

No report.

D. Girl's After School Academy (GASA)

Commissioner Tillman reported that GASA is running successfully. They will be celebrating their one-year anniversary on June 15, 1994 from 7 - 9 P.M.

9. PUBLIC COMMENT

None.

President Ito acknowledged that Krishanti Dharmaraj was in the audience and thanked her for all of her hard work.

10. ANNOUNCEMENTS

The National Women's Political Caucus is honoring San Francisco women commissioners this same evening.

Judith Klain introduced Tiffany Smith and Christina Barthol as new interns in the COSW office for the summer.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 7:40 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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Special Meeting of the Commission
On The Status of Women
25 Van Ness Avenue, Room 130
San Francisco, CA 94102

Friday, June 10, 1994
Time: 9:00 - 10:00 AM

AGENDA

I. Call To Order/Roll Call

II. Adoption of Agenda

III. New Business

. Leave of Absence

ACTION: To consider permitting Leave of Absence to the executive director to enter into the Peace Corps. for a period of one year and to be considered for renewal the end of the first year.

IV. Public Comment

V. Adjournment

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

3
10/94

MINUTES
June 10, 1994

The Special Meeting of the Commission on the Status of Women was held on June 10, 1994 at 25 Van Ness Avenue, Room 130, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Members Present	Members Excused
President Ito	Vice President Chang
Commissioner Colombano	Commissioner Rivera
Commissioner Hanagan	
Commissioner Tillman	

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Staff Present

Sharon Johnson
Leatrice Miyashiro

Noting a quorum of the commission was present, President Ito called the meeting to order at 9:15 A.M.

2. ADOPTION OF AGENDA

m/s/c (Colombano) move to adopt the agenda.

3. NEW BUSINESS

Leave of Absence

Executive Director Sharon Johnson requested a Leave of Absence to enter the Peace Corps.

Vicky Macklin of the City Attorney's office was in attendance and explained that a new Executive Director could be hired as soon as Ms. Johnson has used up her vacation and floating holiday time. She noted that Ms. Johnson legally has the right to return to her position after one year. She also said that the leave could be for one year and then renewed.

Following a short question and answer period,

m/c/s (Hanagan) recommend to permit the executive director, Sharon Johnson a leave of absence for one year and be considered for renewal at the end of the first year.

A note of thanks was given to Vicky Macklin for attending the meeting.

4. PUBLIC COMMENT

None

5. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 9:30 A.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, June 23, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito — *Vice President Patricia Chang*
Commissioner Louette Colombano — *Commissioner Terri Hanagan*
Commissioner Rosa Rivera — *Commissioner Gwendolyn Tillman*

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - June 10, 1994 Special Meeting
   - May 26, 1994 Regular Meeting
4. EXECUTIVE DIRECTOR'S REPORT
5. STAFF REPORT
6. NEW BUSINESS

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- **Charter Amendment by adding Section to Charter to establish a Commission on the Status of Women.**

ACTION: For discussion purposes only.

- **Management Dynamics Conference - "Wellness from Within: A Holistic Approach to Empowerment Conference for Women of Color to promote personal power and assertive living"**

ACTION: To support the Management Dynamics Conference.

- **San Francisco Administrative Code, Chapter 33. Women's Commissions**

ACTION: To review and support Amendments to Chapter 33.

7. **COMMITTEE REPORTS:**

A. **Community Relations Committee**

- **Outreach Plans**
  - **Discussion on Video Production**

  ACTION: To approve production.
  - **April 13, 1994 Public Hearing Outreach**

  ACTION: To approve outreach plan.

B. **Domestic Violence Committee**

- **Joint Meeting on July 19, 1994 on Women and Violence in the Workplace Update**
- **Domestic Violence Awareness Month (October) Update**
- **Substance Abuse Forum Update: June 16, 9:30 - 4:30, Women's Bldg**
- **Domestic Violence Committee Legislation Recommendations:**
  - **SB 302 (McCorquodale)** allows a person to have a support person present during mediation.
  - **SB 356 (Snyder)** clarifies a judges authority in requiring supervised visitation in domestic violence cases and state exact time, place, details of the transfer arrangements and the duration of the visits in order to protect the safety of family members.
  - **AB 1579 (Polanco)** requires a social worker to consider additional factors in determining whether to take to remove a minor from his or her home based on specific criteria.
  - **AB 3382 (Bowen)** requires a person who is subject to a domestic violence protective order to surrender any firearms, owned or possessed to local law enforcement within 24 hours.

ACTION: To consider taking a position on SB 302 , SB 356, AB 1579 and AB 3382.

C. **Women and Employment Committee**

- **SB 1335 (Marks)** - Sexual Harassment Reasonable Person Standard

ACTION: To support SB 1335.

- **SB 612 (Hayden/Torres)** - Sexual Harassment Client/Provider Relationship

ACTION: To support SB 612.

- **Sexual Harassment Novela**

- **Women Who Make A Difference**

ACTION:To recommend the nomination of Tanya Russell to Women and Employment Committee.

8. **LIAISON REPORTS**
   - a. **Friends Committee**
   - b. **Women's Health**
   - c. **Low-Income Housing Project**
   - d. **Girl's After School Academy**

9. **PUBLIC COMMENT**
10. **ANNOUNCEMENTS**
11. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
June 23, 1994

The Regular Meeting of the Commission on the Status of Women was held on June 23, 1994 at 25 Van Ness Avenue, Room 130, San Francisco, CA.

1. CALL TO ORDER/ROLL CALL

Members Present	Members Excused
President Ito	Commissioner Colombano
Vice President Chang	Commissioner Rivera
Commissioner Hanagan	
Commissioner Tillman	

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Staff Present

Sharon Johnson
Judith Klain
Rosario Navarrette

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:40 P.M.

The commissioners opened the meeting by thanking outgoing director Sharon Johnson for all her hard work and dedication.

2. ADOPTION OF AGENDA

m/s/c (Chang) move to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Tillman) move to adopt the minutes with the corrections: Under Domestic Violence recommendation, Commissioner Hanagan voted nay on AB 2845 and Yes on AB 2539. Under Friends Committee fundraiser, date of event is August 26, 1994.

4. EXECUTIVE DIRECTOR'S REPORT

Sharon Johnson updated the commission on budget status which was heard by the Board of Supervisors on June 23, 1994. Budget analyst Harvey Rose made no recommendations for further cuts. The Police, Public Utilities Commission and

Department of Public Works covered $20,000 of the cut. There is still a $4,000 deficit in salary savings. June 30 is the final Board of Supervisors hearing but there is no expectations of any problems.

President Ito suggested forming a Personnel Committee to recruit and screen applicants for the executive director position. Vice President Chang and Commissioner Colombano expressed interest in working on the committee.

5. STAFF REPORT

Rosario Navarrette updated the commission on the media attention to domestic violence since the murder of Nicole Simpson and the education that COSW had done in keeping the media focused on the real issues of domestic violence. A rally has been scheduled on June 27, 1994 at Noon.

6. NEW BUSINESS

Charter Amendment by adding Section to Charter to establish a Commission on the Status of Women.

Ms. Johnson recommended that commissioners take a critical look at charter reform package and hold a special meeting to discuss it. On July 5th, the Board of Supervisors will need some direction regarding whether commissioners should serve as at-pleasure or as term appointments.

Management Dynamics Conference

Harriet Wright of Management Dynamics announced the Saturday, July 9, 1994 empowerment conference geared to business and professional women of color.

m/s/c (Hanagan) move to support the Management Dynamics Conference.

San Francisco Administrative Code, Chapter 33. Women's Commissions.

Sharon Johnson explained that it has taken three years to finally get the Administrative Code, Chapter 33 completed and cleaned up. Once approved, it will go to the Board of Supervisors for approval and additions. This would change the name of the commission to Women's Commission.

Motion (Chang) move to support amendments to San Francisco Administrative Code, Chapter 33. ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Hanagan, Tillman and Ito. Excused: Colombano and Rivera.

7. COMMITTEE REPORTS:

A. Community Relations Committee

Discussion on Video Production

The committee met on June 15, 1994 and discussed video production as a tool for bringing the COSW report to life. Projected completion date is September, 1994. Debbi Horen of MUNI has agreed to donate her services.

m/s/c (Hanagan) move to approve video production for COSW.

April 13, 1994 Public Hearing Outreach

Outreach plans include asking women who gave testimony at the April 13, 1994 Public Hearing to use their testimony as ballot arguments for the charter amendment and also to use in the video and assist COSW to market the video to their constituencies.

m/s/c (Chang) move to approve outreach plans.

B. Domestic Violence Committee

Joint Meeting on July 19, 1994 on Women and Violence in the Workplace Update

Local Union 790, California Faculty Association, Senator Alpert's office, CAL-OSHA (Office of Safety and Hazards Association) and city government representatives will be testifying.

Domestic Violence Awareness Month (October) Update

October 3 - 14th will be the Domestic Violence Awareness Display at City Hall. Manalive has organized a march.

Substance Abuse Forum Update: June 16, 9:30-4:40, Women's Bldg.

92 participants attended the forum. There was good feedback and it provided an opportunity for dialogue and collaboration between substance abuse and domestic violence advocacy organizations.

Domestic Violence Committee Legislation Recommendations:

SB 302 (McCorquodale)

Rosario Navarrette explained that the committee recommends support.

m/s/c (Tillman) move to support SB 302.

AB 1579 (Polanco)

There was still not enough clarity on this bill to take a position.

m/s/c (Tillman) move to take no position on AB 1579.

AB 3382 (Bowen)

Committee recommend to add amendment to withstand constitutional challenge regarding the right to own and bear arms.

m/s/c (Tillman) move to support AB 3382 with amendment.

SB 356 (Snyder)

m/s/c (Tillman) move to support SB 356.

C. Women and Employment Committee

SB 1335 (Marks)

SB 1335 codifies the reasonable person standard of the same gender.

m/s/c (Hanagan) move to support SB 1335.

SB 612 (Hayden/Torres)

SB 612 adds client/provider relationship to sexual harassment state statute.

m/s/c (Hanagan) move to support SB 612.

Sexual Harassment Novela

Committee will establish focus groups to review Spanish and Chinese language sexual harassment booklets.

Women Who Make a Difference

Committee will review nominations and narrow down choices.

m/s/c (Hanagan) move to approve the nomination of Tanya Russel to the Women and Employment Committee.

8. LIAISON REPORTS

a. Friends Committee

Report included feasability of holding the August 26, 1994 Breakfast fundraiser. Money on hand was $3,343 with $4,000 special allocations with total assets of $7,200.

b. Women's Health

Meeting scheduled for the first Thursday of the month at 4:00 P.M. at the San Francisco Medical Society at 4901 Sutter Street.

c. Low Income Housing Project

Board of Director wants COSW to be available to advocate on their behalf in the process of achieving non-profit status.

d. Girl's After School Academy

No report.

9. PUBLIC COMMENT

None.

10. ANNOUNCEMENTS

None.

11. ADJOURNMENT

Being that there was no further business, the meeting was adjourned in Sharon Johnson's honor at 7:00 P.M.

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VIOLENCE AT WORK

ITS IMPACT ON WOMEN

A growing workplace hazard is intentional violence. According to the Centers for Disease Control, homicide was the leading cause of workplace death among women, accounting for 42% of workplace fatalities. Between 1980-1985, **950 women were workplace homicide victims in 46 states.**

To discuss this issue the San Francisco Commission on the Status of Women will hold a public hearing on:

July 19, 1994
3:00 - 6:00 PM
25 Van Ness Ave
Eighth Floor

For further information please contact Tiffany Smith at 252-2570.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, July 28, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Caryl Ito
Vice President Patricia Chang
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES
   - June 23, 1994 Regular Meeting Minutes
4. PRESIDENT'S REPORT
   - Charter Amendment
   - Personnel Committee
5. STAFF REPORT
   - Budget Update
6. NEW BUSINESS
   - "There's No Excuse for Domestic Violence" - A Project of the Family Violence Prevention Fund.

   ACTION: To support "There's No Excuse for Domestic Violence" project.

- Domestic Violence Consortium Report Update - Local impact on domestic violence with recent O.J. Simpson Case.
- Dangerous Promises Campaign

ACTION: To endorse an organization that investigates links between the demeaning presentation of women in alcohol advertisements and violence against women in the real world.

7. OLD BUSINESS

- **Sexual Harassment Code of Conduct Update**

8. COMMITTEE REPORTS

A. **Community Relations Committee**

- Video for COSW
- Committee Meeting Schedule for Summer

ACTION: To approve meeting schedule for committee.

- Function of Committee

B. **Domestic Violence Committee**

- Violence At Work Public Hearing - Impact on Women, A Joint Meeting of Domestic Violence Committee and Women and Employment Committee

ACTION: To support Bills AB68X and AB87X (Alpert)

ACTION: To develop city wide policy and actions to stop violence against women at work.

C. **Women and Employment Committee**

- Women Who Make A Difference Awards

ACTION: To approve the recommended ten nominations for the Women Who Make A Difference awards: **Ana Martinez** -Department of Social Services, **Mansoureh Nahidi, R.N.** - Public Health, Laguna Honda, **Linda Lee-Robbins** - Department of Public Works, **Clair Caldwell** - Municipal Railway, **Julia Zaldivar** - Recorder's Office, **Lois Kwan** - Police, **Helen Chin** - S.F. Unified School District, **Martha Singleton** - Department of Social Services, **Cheryl Davis** - Water Department, **Arnett Watson** - Department of Social Services.

9. LIAISON REPORTS

- **Friends Committee**
- **Girl's After School Academy**
- **Low-Income Housing Project**
- **Women's Health**

10. PUBLIC COMMENT
11. ANNOUNCEMENTS
12. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
July 28, 1994

The Regular Meeting of the Commission on the Status of Women was held on July 28, 1994 at 25 Van Ness Avenue, Room 130, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Members Present	Staff Present
President Ito	Judith Klain
Vice President Chang	Rosario Navarrette
Commissioner Hanagan	Leatrice Miyashiro
Commissioner Rivera	Annie Lederberg (Intern)
Commissioner Tillman	Jessica Moss (Intern)

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Noting a quorum of the commission was present, President Ito called the meeting to order at 4:36 P.M.

President Ito thanked outgoing commissioner Louette Colombano for all her hard work and wished her the best.

2. ADOPTION OF AGENDA

m/s/c (Chang) move to adopt the agenda.

3. ADOPTION OF MINUTES

m/s/c (Chang) move to adopt the minutes of June 23, 1994 as written.

4. PRESIDENT'S REPORT

Charter Amendment

President Ito reported that the COSW's charter amendment was approved unanimously by the Board of Supervisors on August 25, 1994. The next step is to move into the ballot simplification process.

Personnel Committee

The Personnel Committee to select a new executive director, will review the resumes that have come in and are meeting on August 3, 1994. The deadline for turning in resumes is August 1, 1994. Vice President Chang and President Ito met with the

Mayor's office to work together on the selection process.

5. STAFF REPORT

Judith Klain explained to the commission that COSW has been cut another 1%, making the total at 3% or $6,057 overall. Two scenarios were suggested on how the budget may be balanced:

1) Wait approximately 35 days after outgoing executive director Sharon Johnson's paid time has ended to hire the new executive director.

2) Hire the new executive director at a lower step to make up the $6,057 difference. There is $13,599 difference between the first step and fifth step.

Annie Lederberg (COSW intern) recounted her story which is a result of the Nicole Brown Simpson case now in the news. Ms. Lederberg read an ad in the S.F. Weekly magazine advertising an event sponsored by the NOSE magazine where participants at a contest were to stab a blow-up doll with a rubber knife, drive a toy Brono 25 feet, make a phone call to mom and drink a glass of orange juice. Ms. Lederberg attended a demonstration against this event sponsored by the Women's Action Coalition. This event was held at the SOMAR Gallery - a publicly funded gallery.

Rosario Navarrette discussed her Washington trip to the Kick-off National Campaign for "There's No Excuse for Domestic Violence". It was very well attended with a press conference, luncheon and discussion on how to change communities' views on domestic violence.

Ms. Navarrette thanked Commissioner Hanagan for speaking at the rally the COSW held on domestic violence earlier that month in front of city hall. There was considerable press coverage.

6. NEW BUSINESS

"There's No Excuse for Domestic Violence"

Debbie Lee of the Family Violence Prevention Fund gave a presentation on their national campaign. The focus of this campaign is that domestic violence is "everybody's" business. Ms. Lee showed two public service advertisement videos that gave this powerful message to the public. Ms. Lee also encouraged audience to refer to the Nicole Brown Simpson Case instead of the O.J. Simpson Case to focus the issue as a domestic violence case.

m/s/c (Hanagan) move to support "There's No Excuse for Domestic Violence" national campaign.

Ms. Lee thanked Rosario Navarrette for helping her out in Washington by speaking

spanish to the press.

Dangerous Promises Campaign

Intern Jessica Moss explained the "Dangerous Promises Campaign" a campaign designed to eliminate alcohol advertising and promotions which reinforce or trivialize violence against women. This campaign is sponsored by the the Los Angeles Commission on Assaults Against Women and the Trauma Foundation of San Francisco. They are asking the commission for a letter of endorsement for the campaign to be presented to the Beer and Wine Institute and Distilled Spirits Council of the United States.

m/s/c (Chang) move to endorse the Dangerous Promises campaign and for staff to draft a letter.

7. OLD BUSINESS

Sexual Harassment Code of Conduct

Judith Klain reported that the draft report has been handed out and recommendations given to the consultant. The final report will be submitted by mid-August and brought before the next commission meeting for approval. Marcy Seville, one of the consultants will be present to answer questions.

8. COMMITTEE REPORTS

A. Community Relations Committee

Commissioner Tillman reported that the video Debbie Horen is working on needs a script, selection of people on video and also other footage that staff and commissioners have done. Budget is $200; all else is donated.

The committee is requesting a hiatus for the rest of the summer and to re-evaluate the commitee structure.

m/s/c (Tillman) move to discontinue Community Relations Committee meetings for remainder of the summer and relook at the function of the committee at election time.

B. Domestic Violence Committee

Violence at Work Public Hearing

This joint meeting between the Women and Employment Committee and the Domestic Violence Committee was very successful with major media attention. Commissioner Hanagan commented on the terrific job staff and interns did to put on this event. There were 13 people who testified (including a representative from Congresswomen

Alpert's office and a CAL-OSHA (Occupational Safety and Hazards Association) representative. Testimony was very moving but Commissioner Hanagan felt more private businesses needed to participate. Vice President Chang suggested inviting the company Pettit and Martin to the Women and Employment Committee for further discussion on this issue. Judith Klain thanked the interns for their hard work.

m/s/c (Tillman) move to support AB68X and AB87X (Alpert).

m/s/c (Hanagan) move to develop city wide policy and actions to stop violence against women at work.

C. Women and Employment Committee

Women Who Make A Difference

Commissioner Hanagan reported that the Special Selection Committee met on July 12, 1994 and reviewed 83 nominations and narrowed it down to 10 women by level of service. The women selected are: Ana Martinez, Mansoureh Nahidi, R.N., Linda Lee Robbins, Clair Caldwell, Julia Zaldivar, Lois Kwan, Helen Chin, Martha Singleton, Cheryl Davis and Arnett Watson.

m/s/c (Tillman) move to accept 10 nominations for Women Who Make A Difference Awards.

Ceremony for this event will be held on August 25, 1994 at Noon. Supervisor Conroy will present a proclamation and Barbara Rogers confirmed to be the emcee. A certificate of merit will be sent out to all women nominated.

9. LIAISON REPORTS

Friends Committee

Vice-President Chang discussed Women's Equality Day Breakfast to be held on August 26, 1994 at 7:30 AM at the Sheraton Palace Hotel for $25.00. Mary Siegfried is the organizer of this event. The next meeting will be held on August 3, 1994. Flyers for this event will he handed out at the Women Who Make A Difference Awards and an announcement will be made.

Girl's After School Academy

Commissioner Tillman reported that Sharon Hewitt resigned at their June meeting and they are seeking an Executive Director for GASA and to expand their membership.

Women's Health

Catherine Dower, former COSW intern and a member of the Women's Health Advisory

Committee agreed to be the liaison person to COSW until someone else can fill the position. Ms. Dower reported that the Women's Health focus groups report "Restructuring Health Care Delivery: "Woman-Centered Health Services" is being disseminated all over the country. Dr. Sandra Hernandez, Director of Public Health, would like to move the focus of health into the community health direction.

Public Comment: Lurilla Harris pointed out to watch the city's budget concerning San Francisco General Hospital cuts because one could be the Women's Clinic.

10. PUBLIC COMMENT

Lurilla Harris recounted seeing a display of photos of the incarceration of Japanese and recognized one of them to be donated by Caryl Ito. Also she read a "Quote of the Week" from the Examiner's Insider's column as being one by Sharon Johnson, outgoing executive director of COSW.

11. ANNOUNCEMENTS

None.

12. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 6:22 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, August 25, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:
President Caryl Ito
Vice President Patricia Chang
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

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1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

July 28, 1994 Regular Meeting

4. **PRESIDENT'S REPORT**

- Personnel Committee

5. **NEW BUSINESS**

- Election of COSW Officers

ACTION: To elect new officers for COSW.

- The Entrepreneurial Women's Conference by In-Praxy's Inc.

ACTION: To endorse the Entrepreneurial Women's Conference.

- Proposition 187 - Save Our State Initiative

ACTION: To send a resolution to the Mayor and the Board of Supervisors urging them to oppose Proposition 187.

- Sexual Harassment Report

ACTION: To approve Sexual Harassment Report

6. COMMITTEE REPORTS

A. Community Relations Committee

No Report.

B. Domestic Violence Committee

No Report.

C. Women and Employment Committee

- Committee Update

- S 1864 (Feinstein) - Harassment Free Workplace Act of 1994

ACTION: To support S 1864.

7. LIAISON REPORTS

- **Friends Committee**
- **Girl's After School Academy**
- **Women's Health**

8. PUBLIC COMMENT

9. ANNOUNCEMENTS

10. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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MINUTES
August 25, 1994

The Regular Meeting of the Commission on the Status of Women was held on July 28, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Members Present	Staff Present
President Ito	Rosario Navarrette
Vice President Chang	Leatrice Miyashiro
Commissioner Hanagan	
Commissioner Rivera	

Noting a quorum of the commission was present, President Ito called the meeting to order at 4:43 P.M.

2. ADOPTION OF AGENDA

m/s/c (Hanagan) move to adopt the agenda with the order change of having item under New Business 'The Entrepreneurial Women's Conference by In-Praxy's Inc. to follow the Adoption of the Minutes.

3. ADOPTION OF MINUTES

July 28, 1994 Regular Meeting

m/s/c (Chang) move to adopt the minutes with the following changes:

- Under #4, President's Report, Personnel Committee, change 3rd sentence to read: Vice President Chang and President Ito met with Terry Sellard of the Mayor's office to inform him of the candidate selection process and appointments to commission vacancies.

- Under #5 - Staff Report, change the first sentence to read: Judith Klain explained to the commission that COSW has been cut another 1% making the total administrative cut at 3% or $6,057 and with a total loss of approximately $31,000 overall.

- Under #5- Staff Report, 4th paragraph, add: Debbie Lee of the Family Violence Prevention Fund thanked Rosario Navarrette for her invaluable contribution in Washington by handling the Spanish-speaking press.

- Under #7-Old Business, Sexual Harassment Code of Conduct, spelling change of Marci Seville.

- Under #8, Domestic Violence Committee, Violence at Work Public Hearing: 3rd sentence should be Assemblywoman Alpert.

- Under #8, Women and Employment Committee, Women Who Make A Difference: spelling change to Claire Caldwell.

- Under #10, Public Comment should read: Lurilla Harris recounted seeing a display of photos on the incarceration of Japanese and one of the photos was donated by Caryl Ito.

5. NEW BUSINESS

The Entrepreneurial Women's Conference by In-Praxy's Inc.

Mitch Scherr of In-Praxy's Inc. presented a brief description of the Entrepreneurial Women's Conference to be held on October 11, 1994, at the Hyatt-Embarcadero. The theme of the conference is "Winning Strategies for Raising Investment Capital For Your Business". The cost is $50.00 or $29.00 with affiliation and is open to all women-owned businesses in the Bay Area. There are 13 non-profit sponsors who have signed on to support this conference. Mr. Scherr is asking the commission for endorsement which means they will have the use of COSW's name as a co-sponsor.

Commissioner Hanagan was concerned about businesswomen with disabilities and suggested that the conference should be flexible to accommodate them. Additionally, she requested that In-Praxy's Inc. consider including issues for disabled business women.

Lurilla Harris from the audience suggested that Mr. Scherr contact the organization CLUW (Coalition of Labor Union Women) for an endorsement.

m/s/c (Hanagan) move to endorse the Entrepreneurial Women's Conference.

President Ito thanked Mitch Scherr for his presentation.

4. PRESIDENT'S REPORT

Personnel Committee

President Ito reported on the selction process for the executive director and stated that interviews have been on schedule and will be completed by the second week of September.

5. **NEW BUSINESS (continued)**

Election of Officers

As explained by President Ito, every August, there is an election held for new officers of the commission. President Ito has served for two years as president of the commission and is not running for president this year.

President Ito opened the nomination process.

m/s/c (Rivera) nominated Patricia Chang as President.

Vice President Chang accepts the nomination.

The nominations is closed.

By a unanimous vote, Vice President Chang is elected President of the commission.

Newly-elected President Chang thanked former president Caryl Ito for her hard work first as a commissioner for five years and second for serving as president for the last two years.

m/s/c (Chang) nominated Commissioner Hanagan as Vice President.

Commissioner Hanagan accepts the nomination.

Commissioner Hanagan is elected the Vice President of the commission by unanimous vote.

Commissioner Rivera recounts how hard this year has been with the commission trying for charter commission status, the loss of two commissioners and the executive director but feels that the present commissioners will do the job right. She congratulates the new officers.

Proposition 187 - Save Our State Initiative

President-elect Chang gave an explanation of Proposition 187 as requested by the representative from Coalition for Immigrant & Refugee Rights & Services (CIRRS) who could not attend.

Also known as "Save Our State" initiative by Governor Wilson's office, Proposition 187 to other agencies such as CIRRS means "Sink Our State" or "No on 187".

This is an immigration law that would require service providers to report undoumented clients to the authorities. This would take place in schools and health care facilities and would primarily affect women and children.

Some of the specific health care services that would be denied to undocumented individuals under this bill would be: prenatal care, HIV testing and treatment, breast cancer treatment,

abortion services and family planning.

Proposition 187 would deny undocumented children admission to all public, elementary, secondary and colleges. Also, it would require the educators (primarily women) to report suspected undocumented immigrants.

The Human Rights Commission has already written a resolution against Proposition 187.

m/s/c (Chang) move to send a resolution to the Mayor and Board of Supervisors stating opposition to Proposition 187.

CIRRS would help COSW draft a resolution.

Sexual Harassment Report

Marci Seville of the consulting team of Merrick Rossein and Associates who wrote the Sexual Harassment Report attended the meeting to answer any questions about the report. Some of the issues discussed were:

The types of cases that are seen recently in the news present the disciplinary side of sexual harassment city cases but doesn't show the level of cost to the city for City Attorney fees and settlement costs. A strong argument to save the city money would be to train staff and centralize the Equal Employment Opportunity unit in Civil Service.

The work order system that is now used for complaints of sexual harassment is not conducive to receiving fair treatment.

Outreach was recommended to educate the public about gender specific issues such as sexual harassment.

President Ito thanked Marci Seville for her part in writing this report.

m/s/c (Rivera) move to adopt the Sexual Harassment Report and forward it to the Mayor and the Board of Supervisors.

6. COMMITTEE REPORTS

A. Community Relations Committee

No Report.

B. Domestic Violence Committee

No Report.

C. Women and Employment Committee

Commissioner Hanagan gave an update on her committee meeting:

Michael Yaki from Congresswoman Pelosi's office was invited to speak to the committee about a defense appropriations rehabilitation bill which would basically provide $60 million in funds to retrain defense employees that would lose their jobs as a result of the base closures in San Francisco.

The training was divided into two categories: tenant employees (clerical and janitorial jobs) and contractual employees (other types of jobs). The way the bill was drafted the focus was on training primarily the contractual employees and not the tenant employees - who are primarily women. Unfortunately Mr. Yaki did not address this issue at this meeting but will return to another meeting in October to talk about this bill. He did report that 2-3 million dollars was spent on retraining Presidio employees where 44% of civilians were women.

Another issue discussed was instituting a monitoring program around the construction of the Federal Building to make sure that the contract issued on the project will be fair. An oversight committee will oversee contract procedures and Mr. Yaki invited a representative from the committee to participate.

Subcommittee report: Role Models at Schools Project are planning to start their program in September by building a database of women who are willing to go out into the community and speak to young girls and boys in the classroom.

Commissioner Hanagan summarized Carol Leigh's report from the Prostitution Task Force. They are planning their one-year anniversary meeting on September 13, 1994 and will present an interim report. They are also working on legislation.

Women Who Make A Difference Awards event was held today and was very successful. Commissioner Hanagan thanked staff and interns for their assistance.

SB 1864 (Feinstein) Harassment Free Workplace Act of 1994. SB 1864 closes the loopholes in sexual harassment laws that doesn't include businesses with 15 or less employees. There was no reported opposition to this bill at the end of July.

m/s/c (Chang) move to support SB 1864.

President Ito thanked Commissioner Hanagan for the successful event - Women Who Make A Difference Awards. She noted how important it is for these women to be recognized for their contributions.

7. LIAISON REPORTS

A. Friends Committee

The fundraiser breakfast will be held on August 26, 1994 and everyone was invited.

B. Girl's After School Academy

Vice President Chang reported that they are still seeking an executive director.

C. Women's Health

No Report.

8. PUBLIC COMMENT

None.

9. ANNOUNCEMNTS

President Ito announced the National Women's Political Caucus event "How To Get That Appointment Workshop on September 27, 1994 at the Press Club.

10. ADJOURNMENT

Being that there was no further business, the meeting was adjourned at 5:53 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, September 22, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:
President Caryl Ito
Vice President Patricia Chang
Commissioner Terri Hanagan
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   August 25, 1994 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

   - Come Into The Sun
   - Judges Conference in Los Angeles

6. **OLD BUSINESS**

- Women Who Make A Difference Awards
- Prostitution Task Force Update

7. **NEW BUSINESS**

- Award Nominations for Domestic Violence Awareness Month

ACTION: To approve nominations for Domestic Violence Awareness Month awardees.

- Review of Committee's Structure and Purpose
  - Community Relations Committee
  - Domestic Violence Committee
  - Women and Employment Committee

- Sir Francis Drake Protest - Local 790

ACTION: To send a letter of support for Local 790.

6. **COMMITTEE REPORTS**

A. **Community Relations Committee**
No Report.

B. **Domestic Violence Committee**
No Report.

C. **Women and Employment Committee**
No Report.

7. **LIAISON REPORTS**

- **Women's Health**
- **Friends Committee**
- **Girl's After School Academy**

8. **PUBLIC COMMENT**

9. **ANNOUNCEMENTS**

10. **EXECUTIVE SESSION**

*** According to Government Code #54957, the Commission will hold an Executive Session (Closed Meeting).**

- **COSW's Personnel Issues**

11. **ADJOURNMENT**

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
September 22, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on September 22, 1994 at 25 Van Ness Ave, Suite 70, San Francisco, California.

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1. ROLL CALL/CALL TO ORDER

MEMBERS PRESENT	STAFF PRESENT
President Patricia Chang	Judith Klain
Vice President Terri Hanagan	Rosario Navarrette
Commissioner Caryl Ito	Leatrice Miyashiro
Commissioner Gwendolyn Tillman	Hillary Flynn (intern)
	Michelle Succo (intern)
	June Anderson (intern)

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:40 P.M.

2. ADOPTION OF AGENDA

m/s/c (Hanagan) move to adopt the agenda with the following changes:

- Under Roster, titles should be changed to President Chang and Vice President Hanagan.
- Numbering of agenda items is incorrect; numbers 6 and 7 are repeated twice.

3. ADOPTION OF MINUTES

m/s/c (Tillman) move to adopt the minutes with the following change:

- Under Adoption of Minutes - Public Comment by Lurilla Harris should read . . . one of the photos was loaned by Caryl Ito.

4. PRESIDENTS REPORT

President Chang reported on the following items:

- Search for Executive Director of COSW is in progress with a meeting with the mayor in two weeks to discuss the candidates.

- Former commissioner Louette Colombano was commended for her work on Proposition E campaign.

- Congratulations went out to Rosario Navarrette on being chosen one of the members of the Advisory Council to the Battered Women's Protection Act of 1994 by Assemblyspeaker Willie Brown. This is a 13-member statewide advisory council on domestic violence monies.

- On Friday, September 23, 1994, there will be a swearing-in of three women police captains and four women lieutenants on the 6th Floor at the Hall of Justice.

5. STAFF REPORT

Come Into The Sun

Judith Klain announced the "Come Into The Sun" Coalition's three part conference on issues which lead women into the justice system and the problems that confront them when they re-enter their communities. Dates for these events are September 29, October 20 and November 10, 1994 from 1 - 5 P.M. at the West Bay Center at Fillmore at Eddy in San Francisco.

Ms. Klain stated that the COSW budget has been cut again, 1% of the 190 professional services funds or $1,750.00.

Commissioner Ito thanked Judith Klain for attending meetings and continuing representation with the "Come Into the Sun" Coalition.

Judges Conference in Los Angeles

Rosario Navarrette attended the Judges Conference in Los Angeles on September 8, 9 and 10, 1994. It was a very well attended conference with a hard working group. This training was offered to judges statewide on domestic violence. A steering committee that is forming a county advisory committee will be meeting next week. Ms. Navarrette will participate as a member of the committee. She will also meet with Supervisor Annemarie Conroy on the domestic violence hearing.

Ms. Navarrette reported on the recently passed Crime Bill that presents a number of ways the city can tap into money from the federal government. Intern Hillary Flynn is presently working on the strategic planning part of obtaining grants. The commission will be kept informed of the progress of this process.

6. OLD BUSINESS

Women Who Make A Difference Awards

Vice President Hanagan reported that thank you letters are being sent out to people who helped make the awards ceremony possible.

President Chang thanked Vice President Hanagan for a job well done on the awards ceremony.

Prostitution Task Force Update

Carol Leigh of the San Francisco Task Force on Prostitution presented their Interim Report to the commission by giving a summary of the report. It was passed unanimously by the Task Force. The Interim Report is a status report of the activities of the Task Force and contains no recommendations. The final report due in March of 1995 will contain recommendations. Four committees of the Task Force are Health, Safety and Services Committee, Legal & Fiscal Impact Committee, Neighborhood Issue Committee and the Research Committee.

7. NEW BUSINESS

Award Nominations for Domestic Violence Awareness Month

Rosario Navarrette presented the list of nominees for the:

1994 Leadership Against Domestic Violence Awards:

Commissioner Clothide Hewlett	Police Department
Commissioner Katherine Feinstein	Police Department
Captain William Welch	Police Department
Lieutenant Sandra Tong	Police Department
Family Violence Prevention Fund for "There's No Excuse" national campaign	

Del Martin/Isabel Cerna Awards:

Debbie Lee, Senior Program Specialist, Family Violence Prevention Fund
Christina Bernardino, Survivor and Activist
Magda Arango, Senior Children's Advocate, La Casa de las Madres
Antonio Ramirez, Executive Director, Manalive Re-Education Program for Men

Commissioner Ito thanked Rosario Navarrette for her work obtaining nominations.

Lurilla Harris asked if the public could be involved in the selection process. Ms. Navarrette stated that next year, it would be a more incluive process.

m/s/c (Ito) move to approve nominations for the Leadership Against Domestic Violence Awards and the Del Martin/Isabel Cerna Awards.

President Chang invited everyone to the Domestic Violence Awareness Month Ceremony at City Hall Rotunda on October 4, 1994 at Noon with Pam Moore of Channel 4 as M.C. Mayor Jordan, Supervisors Conroy and Migden will present proclamations. There will be a display called the Clothesline Project in the Van Ness court from October 3 - 14.

Review of Committee's Structure and Purpose

Community Relations Committee

Commissioner Tillman stated that her committee has been on hiatus this summer. She recommended that the committee be dismantled and be a component of each committee.

President Chang recommended that the item of Review of the Committee's Structure and Purpose be tabled until the next COSW Retreat.

Sir Francis Drake Protest - Local 790

President Chang introduced Lucille Flato and Lisa Jaacks of Local 2 - Hotel Employees and Restaurant Employees Union who attended on behalf of the boycott committee of the Hotel Kimpton chain. They are asking the commission to write a letter to the Wellesley Alumni Association to request them to change their hotel for their conference from the Sir Francis Drake Hotel to another location. They also asked the commission to endorse their boycott of the Sir Francis Drake Hotel.

Vice President Hanagan had a conflict of interest with her employment therefore the commission did not have a quorum to vote. But the commissioners agreed as individuals to fax letters to the Wellesley Alumni Association urging them to change their conference location. This agenda item will be revisited next month.

8. COMMITTEE REPORTS

Community Relations Committee

No Report.

Domestic Violence Committee

No Report.

Women and Employment Committee

No Report.

9. LIAISON REPORTS

Women's Health Advisory Committee

Catherine Dower of the Women's Health Advisory Committee reported that work is continuing on disseminating the Health Report. They have acquired financing for reprinting of the report and new members have joined the committee. They are presently working on their mission statement and goals and will be holding a retreat.

If anyone wants a copy of the Health Report, please contact:

Julia Watt-Rosenfeld
1295 Church Street
San Francisco, CA 94114
Phone: 641-9106

Friends Committee

Commissioner Ito stated that the Women's Equality Day Breakfast fundraiser went very well with 236 paid participants and raising close to $1,000 in net profits. Aileen Hernandez was a great speaker and the crowd was a diverse group of people.

Girl's After School Academy

Commissioner Tillman reported that the new Executive Director has been identified but has not been hired yet.

10. PUBLIC COMMENT

None.

11. ANNOUNCEMENTS

- On September 27, 1994, at 6:30 P.M. at 555 Post/Mason, the How To Get That Appointment Workshop will be held. It is sponsored by the National Women's Political Caucus and there is a $10.00 fee.

- Vice President Hanagan received a letter from "Ready for Work" mentorship program funded by the Mayor's Office Department of Children, Youth and Families.

- Lurilla Harris announced that the Concord Police Department has a video on homelessness. Also Enola Maxwell is having her 75th Birthday. Call the Potrero Hill Neighborhood House for more information.

12. ADJOURNMENT

Being that there was no further business, the meeting was adjourned for the general public at 6:19 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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SPECIAL MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Friday, October 14, 1994
8:30 A.M
25 Van Ness Avenue, Room 130
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

I. Closed Session

** Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss the appointment of the new executive director. The executive director position is a two year temporary exempt hire.*

II. Public Session

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. NEW BUSINESS

   The Commission President shall report action taken to appoint a new executive director. The Commission shall then vote, pursuant to Administrative Code 67.14, whether or not to disclose any portion of its closed session discussion to the public.

4. ANNOUNCEMENTS
5. PUBLIC COMMENT
6. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

SPECIAL MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Friday, October 14, 1994
8:30 A.M
25 Van Ness Avenue, Room 130
San Francisco, California 94102

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** AMENDED AGENDA

I. Closed Session

** Pursuant to Government Code Section 54957 and Administrative Code 67.10, the Commission on the Status of Women will meet in closed session to discuss the appointment of the new executive director. The executive director position is a two year temporary exempt hire.*

II. Public Session

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS

   The Commission President shall report action taken to appoint a new executive director. The Commission shall then vote, pursuant to Administrative Code 67.14, whether or not to disclose any portion of its closed session discussion to the public.

   Consideration and possible action to approve the starting salary of the new executive director.

4. ANNOUNCEMENTS
5. PUBLIC COMMENT
6. ADJOURNMENT

COMMISSION ON THE STATUS OF WOMEN

October 14, 1994

The Minutes of this meeting are missing.

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25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

SPECIAL MEETING

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Tuesday, October 18, 1994
8:30 A.M
25 Van Ness Avenue, Room 130
San Francisco, California 94102

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AGENDA

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. NEW BUSINESS

   Discussion of budget.
4. ANNOUNCEMENTS
5. PUBLIC COMMENT
6. ADJOURNMENT

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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NOTICE

The Special Meeting of the Commission on the Status of Women scheduled for October 18, 1994 at 8:30 has been cancelled.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, October 27, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   September 22, 1994 Regular Meeting Minutes
   October 14, 1994 Special Meeting Minutes

4. PRESIDENT'S REPORT
5. STAFF REPORT

   - Budget Update
   - NTIIAP Grant
   - Board of Supervisors Hearing on Domestic Violence
   - Domestic Violence Request for Proposal

6. **OLD BUSINESS**

- Sir Francis Drake Protest - Local 2

ACTION: To support women and girls involved in Kimpton dispute.

7. **NEW BUSINESS**

- Approval of Violence Against Women at Work Report

ACTION: To approve Violence Against Women at Work Report

- CEWEAR (California Elected Women's Association for Education and Research): Sponsorship of Women's Breakfast January 27, 1995 in San Francisco. Theme: Running as a woman - Gender and Power in American Politics.

ACTION: Approve Sponsorship of CEWEAR's Women's Breakfast.

- MASA - Mothers Against Sexual Assault Presentation

8. **COMMITTEE REPORTS**

A. **Community Relations Committee**
No Report.

B. **Domestic Violence Committee**
No Report.

C. **Women and Employment Committee**
No Report.

9. **LIAISON REPORTS**

- **Women's Health**
- **Friends Committee**
- **Girl's After School Academy**

8. **PUBLIC COMMENT**
9. **ANNOUNCEMENTS**
10. **ADJOURNMENT**

COMMISSION ON THE STATUS OF WOMEN

October 27, 1994

The Minutes of this meeting are missing.

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Commission on the Status of Women
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1-94

REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, November 17, 1994
4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

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Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Barbara Dunlap
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

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1. CALL TO ORDER/ROLL CALL
2. ADOPTION OF AGENDA
3. ADOPTION OF MINUTES

   October 27, 1994 Regular Meeting

4. PRESIDENT'S REPORT
5. STAFF REPORT

6. **OLD BUSINESS**

- Kimpton Hotel Resolution

ACTION: To support the women and girls involved in Kimpton Dispute.

- AIWA (Asian Immigrant Women Advocates) Rally - November 19, 1994, Union Square, 12-Noon

7. **NEW BUSINESS**

- Retreat for COSW

ACTION: To agree to a retreat for COSW in about two months.

- Asian and Pacific Islander Women: HIV and AIDS - Our Voices, Our Stories and Our Lives

ACTION: To endorse HIV and AIDS Event.

- RFQ (Request for Qualifications) for Prevention, Education and Training

- Election Results

- Adopt-A-Family - Holiday Program by the Department of Social Services

ACTION: To participate in the Department of Social Services Adopt-A-Family Program.

8. **COMMITTEE REPORTS**

A. **Community Relations Committee**
No Report.

B. **Domestic Violence Committee**
Update.

C. **Women and Employment Committee**
No Report.

9. **LIAISON REPORTS**

Friends Committee
Girl's After School Academy
Women's Health

10. **PUBLIC COMMENT**
11. **ANNOUNCEMENTS**
12. **ADJOURNMENT**

!Announcement!

Commission on the Status of Women

WELCOMES ITS NEW EXECUTIVE DIRECTOR

SONIA MELARA

As a former social worker and a successful business woman, Ms. Melara brings a wealth of experience in business and community work to the commission. Her credentials demonstrate her dedication to improving the status of women.

Ms. Melara is a:

- Founding member of La Casa de las Madres, the first shelter for battered women in the U.S.
- President and founder of CommuniQue World Marketing.
- Founder of the Hispanic Yellow Pages.
- Division President and founder of the Direct Language Publishing Inc. (the largest publisher of second language products in the country)in conjunction with Asian Yellow Pages.

Ms. Melara has served on a variety of board and commissions including:

- Innovation Council - Women's World Banking.
- San Francisco State University Alumni Association Board of Directors.
- San Francisco Convention and Visitors Bureau.
- Northern Region Vice President - California Hispanic Chambers of Commerce Board of Directors.
- U.C. Berkeley Incentive Awards Advisory Committee.
- "An Income of Her Own" - Entrepreneurial Program for Young Girls.
- San Francisco Hispanic Chamber of Commerce Board of Directors, President 1990 to 1992.
- Invest in America Board of Directors.
- San Francisco Chamber of Commerce 1990 Vice President.

Special Honors and Awards Ms. Melara has received include:

- One of the top 100 Women in Communication by Hispanic U.S.A.
- Magazine - Outstanding Leader in the Bay Area by KGO-TV - National .
- Advisory Commission on Juvenile Justice and Delinquency Prevention.
- Named "a woman to watch in the 90's" by the San Francisco Examiner.
- Featured in "Our Wildest Dreams", a book about women in business.
- Featured in "Economics", a textbook for high school students.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

MINUTES
November 17, 1994

The Regular Meeting of the Commission on the Status of Women (COSW) was held on November 17, 1994 at 25 Van Ness Avenue, Suite 70, San Francisco, California.

1. CALL TO ORDER/ROLL CALL

Noting a quorum of the commission was present, President Chang called the meeting to order at 4:35 P.M.

MEMBERS PRESENT	STAFF PRESENT
President Chang	Sonia Melara
Vice President Hanagan	Rosario Navarrette
Commissioner Dunlap	Leatrice Miyashiro
Commissioner Gissler	Hillary Flynn (intern)
Commissioner Ito	
Commissioner Rivera	
Commissioner Tillman	

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2. ADOPTION OF AGENDA

m/s/c (Tillman) to adopt the agenda with two changes: Catherine Dower of the Women's Health Advisory Committee report on Women's Health will be moved to follow Staff Report and Rosario Navarrette's Request for Qualifications agenda item be a part of Staff Report.

3. ADOPTION OF MINUTES

October 27, 1994 Regular Meeting Minutes

m/s/c (Ito) to adopt the minutes of October 27, 1994.

4. PRESIDENT'S REPORT

President Chang welcomed the new executive director, Sonia Melara and two new commissioners: Barbara Dunlap and Cynthia Gissler. Sonia Melara stated she is looking forward to working with everyone.

COSW's Proposition E to make COSW a chartered commission with term limits passed thanks to the hard work of Commissioner Ito and former COSW commissioner Louette Colombano.

5. STAFF REPORT

Request for Qualifications

Rosario Navarrette explained why COSW will be issuing a Request for Qualifications (RFQ) in the near future. The RFQ will be for institutional change work which is currently being done by the Family Violence Prevention Fund (the Fund). This work consists of prevention education, law enforcement training, curriculum and policy development on the issue of domestic violence. Ms. Navarrette explained the history of the Fund and how its relationaship with the City changed once they became a non-profit organization. As a result the Commission must put the funding currently received by the Fund for competitive bid. COSW will be sending out the RFQ and proceed as with regular City bids.

On the Road To Beijing

Hillary Flynn, COSW intern, attended a conference in Oakland that was held on November 15, 1994 entitled "On The Road To Beijing and the 21st Century - Women Thinking Globally, Acting Locally with Special focus on Women and the Environment." This was a preparatory meeting for the Fourth World Conference on Women: Action for Equality, Development and Peace in Beijing China on September 4 - 15, 1995. Keynote speaker was Carol M. Browner, Administrator of United States Environmental Protection Agency. Ms. Flynn passed out registration forms for the Beijing event. Deadline to hand in registration forms is in January.

6. LIAISON REPORTS

Women's Health

Catherine Dower welcomed the new commissioners and executive director and explained how the Women's Health Advisory Committee has worked with COSW in the past and hoped that a representative from the commission could attend their meetings. Their next project is a conference/workshop to discuss training physicians to meet the needs of women. They are also continuing to develop a relationship with the Department of Public Health.

7. OLD BUSINESS

Kimpton Hotel Resolution

Lucille Flato, a community member of LOCAL 2 stated that at the request of Lisa Jaacks, boycott coordinator of Kimpton Hotel, they are requesting COSW put aside the Kimpton Hotel resolution. She thanked the commission for their time and efforts in trying to help with the process.

President Chang thanked Ms. Flato for attending COSW's meetings.

Motion (Chang) to take no action on Kimpton Hotel Resolution.

ROLL CALL VOTE WAS TAKEN: Ayes: Chang, Dunlap, Gissler, Ito, Rivera, Tillman Abstain: Hanagan.

AIWA - Asian Immigrant Women Advocates

President Chang informed the commission about the AIWA rally to be held on November 19, 1994 at Union Square at 12-Noon.

8. NEW BUSINESS

Retreat for COSW

President Chang stated that it was time for the annual retreat and asked for a motion to hold retreat within the next two months.

m/s/c (Tillman) to schedule a retreat for COSW in the next couple of months.

Asian and Pacific Islander Women: HIV and AIDS - Our Voices, Our Stories and Our Lives.

Jeanette Lazam, Human Rights Commissioner came to speak to the commission about an event for Asian and Pacific Islander Women and HIV. The event has been moved to Honolulu, Hawaii in the Spring of 1995. Ms. Lazam explained that women compose 64% of the population in Hawaii and that 10% of the same is infected with HIV. There are few services for women with HIV in Hawaii where the stigma of AIDS is heavy. Ms. Lazam asked COSW to send a letter to its sister COSW in Hawaii asking them to support this event.

m/s/c (Ito) to send a letter to COSW in Hawaii with a request for them to support the event for women with HIV.

Election Results

David Binder presented a summary of the November, 1994 election results in San Francisco.

Some of the highlights were:

- Kathleen Brown took 69% and Dianne Feinstein took 79% of votes in San Francisco.
- San Francisco voters voted 71% against Prop. 187.
- 80% of voters voted on Prop. E with neighborhood results showing a stronger support among liberal neighborhoods but overall Prop. E did very well citywide with no major opposition.

Mr. Binder pointed out trends such as women voting more for women candidates like Carole Migden and Mabel Teng and gay and lesbian voters voting for Tom Ammiano, Susan Leal and Carole Migden. He stated that the Democratic women's vote is the key segment of San Francisco's electorate.

Adopt a Family

Leatrice Miyashiro asked the commission if they would like to participate in the Department of Social Services "Adopt A Family" program this year for families on AFDC (Aid to Families with Dependent Children) by providing gifts for the holidays.

m/s/c (Rivera) for the commissioners to participate in the Adopt A Family program.

9. COMMITTEE REPORTS

No reports.

10. LIAISON REPORTS (continued)

Friends Committee

Commissioner Ito stated that the Friends Committee Meeting had been cancelled that evening. For the new commissioners, she explained the rotation of commissioners to attend Friends Committee meetings throughout the year.

Girl's After School Academy (GASA)

Commissioner Tillman gave a history of GASA to the new commissioners. Upcoming event is the Kwanza celebration on December 14, 1994. The San Francisco State Recreation and Leisure Dept. has completed a full evaluation of GASA's program structure and staff needs.

11. PUBLIC COMMENT

None.

12. ANNOUNCEMENTS

President Chang: On November 18, 1994, there will be a Women and Health Seminar sponsored by Blue Cross at the ANA Hotel from 8 AM to 1 PM.

Lurilla Harris: San Francisco State Students notices include: "What Can I Do to Help Stop Domestic Violence" on November 22 at 12:30 at the Design and Industry Room 193 on campus. Also there will be a "Documentary on Female Genital Mutilation" by Soraya Mire - lecture on November 29, 1994 from 4-6 PM at Jack Adams Hall on campus.

Rosario Navarrette: BANELA (Bay Area Network of Latinas) is having a silent auction on November 29, 1994 at 6 PM.

Nicole A. Nestel; introduced herself to the commission and stated that she is recently from Vermont, found our meeting very interesting and hopes to get involved in women's issues here in the Bay Area.

13. ADJOURNMENT

Being that there was no further business, President Chang adjourned the meeting at 5:43 P.M.

City & County of San Francisco
Commission on the Status of Women
25 Van Ness, Room 130, San Francisco, CA 94102 (415) 252-2570 FAX (415) 252-2575

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REGULAR MEETING
COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
Thursday, December 22, 1994, 4:30 P.M.
25 Van Ness Avenue, Suite 70, Lower Level Conference Room
San Francisco, California 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. Accessible BART station is the Civic Center Station. Accessible MUNI Metro station in the Van Ness Station. Accessible MUNI Lines are the 6, 7, 42, 49 and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

Roster:

President Patricia Chang
Vice President Terri Hanagan
Commissioner Barbara Dunlap
Commissioner Cynthia Gissler
Commissioner Caryl Ito
Commissioner Rosa Rivera
Commissioner Gwendolyn Tillman

*** Under the rules of the Public Records Act, public meetings will be taped and may be videotaped. Public Comment will be heard after each agenda item.*

1. CALL TO ORDER/ROLL CALL

2. ADOPTION OF AGENDA

3. ADOPTION OF MINUTES

   November 17, 1994 Regular Meeting

4. PRESIDENT'S REPORT

5. STAFF REPORT

6. **OLD BUSINESS**

- Retreat on January 7, 1994 - Agenda

7. **NEW BUSINESS**

- Women's Summit

  ACTION: To consider holding a Women's Summit.

- Sexual Harassment Report and Press Conference

  ACTION: To consider holding a Press Conference for Sexual Harassment Report.

8. **COMMITTEE REPORTS**

A. Domestic Violence Committee

- Update.

- Nomination of Margaret Murray (Partners Ending Domestic Abuse) as member of Domestic Violence Committee

  ACTION: Accept Margaret Murray as member of Domestic Violence Committee.

B. Women and Employment Committee

- Update.

9. **LIAISON REPORTS**

Friends Committee
Girl's After School Academy
Women's Health

10. **PUBLIC COMMENT**
11. **ANNOUNCEMENTS**
12. **ADJOURNMENT**

COMMISSION ON THE STATUS OF WOMEN

December 22, 1994

The Minutes of this meeting are missing.

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